

Historic, Archive Document

Do not assume content reflects current scientific knowledge, policies, or practices.

a.S.D 11
U62
(w/821)



Intermountain Reporter



United States
Department of
Agriculture

Forest Service

Intermountain Region

Ogden, Utah

MARCH 1992

Published for Forest Service employees
and retirees by the Public Affairs
Office, Intermountain Region, Forest
Service, U.S. Department of
Agriculture—Federal Office Building,
324 25th Street, Ogden, Utah 84401

Colleen Anderson, Editor
Susan McDaniel, Design and Layout

Regional Forester's Message



You are now reading your "personal" copy of the Intermountain Reporter. When you're through, we hope you take it home and share it with your family. A few years back, we increased the distribution of the "Reporter" so each employee would be able to do this. This effort responded to a spouse's plea in a Regional Leadership Meeting. The message was that word seldom reached home about Forest Service activities, official or social, and spouses felt left out of the information loop. They felt it would be so much easier to be supportive of the Agency if they knew what was going on.

Granted, the Intermountain Reporter will not totally fill that gap but it is one way to stay in touch.

We're also starting something new to make the "Reporter" more valuable to the younger members of your family. The new column will be called "Kid's Korner." The Salmon National Forest will recognize that we have borrowed this idea from them. Through their local newspaper, the Salmon Forest has a weekly article that explains a natural resource phenomenon in a simplified way. We were so impressed, we thought it was a "natural" to help us accomplish the goals of the "Reporter."

Other reasons for receiving personal copies are the convenience and timeliness. When you're too busy to read the "Reporter" at

work, you can stick it in a briefcase, lunchbox, your cruiser's vest or the cab of the truck to be read at a later time. Also, when copies are routed around, they often become buried at the first person's desk, never to surface again. Then complaints begin about the lack of communication.

I realize that the policy of personal copies flies in the face of our commitment to recycling, as some of you have pointed out. I am sensitive to the need for us to support recycling efforts in every feasible way and have instructed our Public Affairs Office to continue to search for ways to print the "Reporter" on recyclable paper. That way, Forest Service families can read our newsletter and then deposit it in a recycling bin.

After weighing the benefits of a reduced "Reporter" distribution against our responsibility to communicate with our employees and their families as best we can, I have decided to continue sending personal copies to each of you. If the "Reporter" is not serving as a good communication tool, then let the Editor know and we will work even harder to make it serve that purpose. "Viewpoints," our new letters to the editor column, is a good place for you to freely express your opinions on work-related matters.

Intermountain LAW ENFORCEMENT



Chain saw use in a Wilderness.



BJ Wren places electronic sensors in rock ledge near important spawning area for Chinook salmon. BJ is the Law Enforcement Officer on the Cascade Ranger District, Boise National Forest.



Firearms training. Sue Wightman (Payette Forest) is the second person on the left.



Forest Service Law Enforcement Officer Tim Clark (Uinta Forest) explains the use of technical investigative equipment.

Abandoned vehicles.



Gathering evidence of pothunter ravages in Indian ruins.



- fire
- illegal outfitting and guiding
- occupancy violations
- abandoned property
- burglary of offices or stations
- vandalism of facilities
- assault on employees
- threats against employees
- drug trafficking, distribution and manufacturing (including growing cannabis)
- serious accidents and death
- false claims and contract fraud
- theft of property and/or monies
- incident security
- internal allegations (if criminal in nature)
- timber theft
- mineral violations
- grazing violations

Region

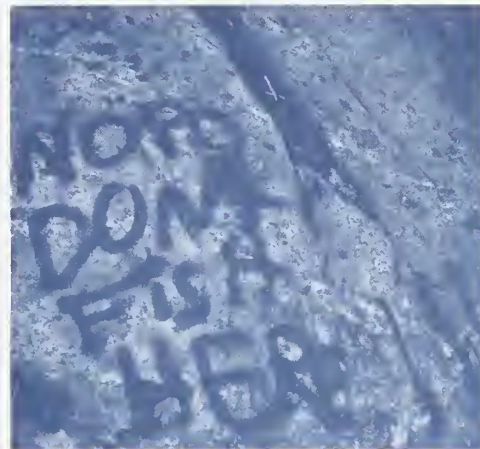
AGENTS INVESTIGATE

Other responsibilities are:

- dignitary protection.
- enforcement of all 36CFR 261 prohibitions and many criminal codes.
- coordination with all local police agencies and sheriff offices Region-wide, as well as many other federal law enforcement agencies, the federal courts, magistrates and U.S. attorneys.



Office burglary.



Vandalism.



Cattle impoundment.



Accidents.



Law Enforcement Officer BJ Wren examines area for marijuana operations during an eradication program supported by the Idaho Army National Guard.



Fires.



CIRCLING

REUNION
INVITATION

All former Salmon National Forest employees (working or retired) and their families are invited to the Biennial Salmon National Forest Reunion. It will be Saturday, July 18, 1992, at Twin Creeks Campground, just off Highway 93 between North Fork and Lost Trail Pass.

A potluck dinner will be shared about 2 p.m. with coffee and hamburgers provided.

Camping at Twin Creeks is great or, if you prefer, there is Lost Trail Hot Springs, a ranch bed and breakfast facility in the area. You also could stay at Salmon City.

For further information, or to make reservations, contact Dick Hauff, P.O. Box 2042, Salmon, Idaho 83467. His telephone number is 208-756-2995.

SYMPOSIUM

A Symposium on Ecology, Management and Restoration of Intermountain Annual Rangelands will be held May 18-21 in Boise, Idaho. The Symposium is sponsored by the Intermountain Research Station, Idaho Bureau of Land Management and the University of Idaho with assistance from the USDA Agricultural Research Service, Soil Conservation Service, Idaho Department of Lands and the Idaho Section of the Society for Range Management. The Symposium is designed to provide an exchange of information through formal presentations, informal discussions, field demonstrations, tours, poster presentations and displays.

In addition, an evening program and buffet are planned to encourage personal contacts. Presentations will be published and provided to all registrants. For more information or a copy of the syllabus contact Stephen Monsen, INT Shrub Lab in Provo, Utah. His phone number is (801) 625-5138 or 586-5686.

THE REGION

If the Uniform
Fits, Wear it

June Wallin, Ogden Ranger District Information Receptionist, models a new Forest Service dress uniform. A light green vest, eggshell-colored blouse (long and short sleeved), and light green, elastic-backed pants are new components. The dark green, fully lined blazer and light green skirt (with elastic inserts) combine to project a more professional image for women wearers. Women employees have been dissatisfied with wearing unisex uniforms that fit poorly because they were specifically designed for males. The new uniforms are washable except for the jacket and come in sizes 4 through 24 in regular, petite and small sizes. A national task force of "Frontline" information employees solicited Servicewide input in making recommendations for this new uniform. Concerns voiced by Uniform Task Forces in Regions 5 and 6 and Region 4 Frontliners were instrumental in design changes.

sNOW TIME FOR SNOOZING

Winter often is considered a season of solitude, a time for hibernating and huddling under downy blankets. But, for the Wood River Lions of Idaho, it is an ideal time for a weekend camp for visually-impaired teenagers, an event they have sponsored for 10 years. Any of the State's estimated 260 blind students from ages 12-18 are eligible to attend. The event is held at the 4-H camp in the Prairie Creek area administered by the Sawtooth National Recreation Area.

Financing the 3-day excursion occurs in warmer months when the Lions sell refreshments at the local 4th of July Rodeo and Motor Cross Race, hold a run for sight on Labor Day and sell Lions Mints in several establishments around the country. The Lions also rely on donations from other clubs, businesses and individuals to raise the \$1,500 needed to run the camp successfully.

About 12 members of the Club, accompanied by counselors and teachers from around the State, join 24 students in playing in the snow.

For some students, it's the first time they've gone sledding or walked across the slopes on snowshoes.

CREDITS. Lions Club International gave permission to use this article which was printed in the November 1991 issue of "The Lion." The photographer was Randall Brooks of the Wood River Journal.



Lions Club member Alan Pinkerton and 16-year-old John Willis, who has been blind from birth, take a break from the day's activities to sit in the sun and talk. Weekdays, Alan is the Ketchum District Ranger.



Jennie Honeycutt gets ready to take a snowmobile ride.

If It's Broken — *Fix it*

It's an understatement to say that the canyons east of Salt Lake City get an incredibly high number of visitors throughout the year. The Salt Lake Ranger District ranks among the three most visited Districts in the Nation, with 5.7 million visitors per year.

Some of the District's canyons bear this pressure better than others, due to their size and structure. Mill Creek Canyon, however, is too narrow to accommodate the 700,000 visitors it receives annually.

Mill Creek Canyon had reached the point where it could no longer recover on its own. Three of the most heavily used streamside picnic areas in the Canyon faced closure by the Salt Lake City/County Health Department because of pollution. Vandals had the upper hand in a losing cycle of facility repair and ruin. And what about Mill Creek itself?

A drainage survey led by Fisheries Biologist Jill Dufour found the streambed gaping more than twice its natural width through the picnic areas. Barren streambanks crumbled into a shallow flow of polluted water. Fish lacked resting pools and picnickers had to scramble down steep banks to get to the stream.

In 1989, the Forest Service maintenance budget for Mill Creek Canyon had dwindled to \$3,000 and there was little hope for increases. Salt Lake County Commissioners recognized the recreational resources of the Canyon yet voted down a funding partnership to aid in its restoration.

After November elections that year, Mill Creek Canyon gained the support of two new County Commissioners and Salt Lake County joined the Wasatch-Cache National Forest in the Mill Creek Protection and Management Program. Under this unique arrangement, the County collects fees from motorists at a toll booth in the mouth of Mill Creek Canyon and then turns the money over to the Forest Service to fund projects there.

In addition to this new source of funding, a Regional cost-share grant allowed Forest managers to start on a 20-year backlog of projects including the degraded stream section through the Box Elder Picnic Area, one of the most glaring problem sites in the Canyon.

"When we deal with something like Box Elder," Jill explained, "it's not enough to look at a little piece of stream and make decisions about what belongs there. We had to look at the whole drainage basin. I had a team of resource people do a complete drainage analysis of the entire Mill Creek system, looking for the natural controlling characteristics"

"In the case of Mill Creek, the big controlling characteristics are roots and rocks. We had lost a lot of plants and roots that normally would hold these banks together. Now we're trying to mimic the natural controlling characteristics of that stream. The revetment structure we are using is root wads (tree roots with a good chunk of log still attached). We literally set the tree and root into the side of the bank and counter balance it with boulders and top fill, then top plant it."

In late summer of 1991, backhoes rolled into the degraded stream section with loads of roots, rock and topsoil which were used to bring streambanks, as wide apart as 23 feet, back to their natural span of about 7 feet. Bulletin boards, flyers and on-site interpreters explained the stream's problem and solution to visitors. As soon as a portion was stabilized, grass, dogwood and willows were planted.

Jill also had several inverted-V in-stream structures built to provide pools for fish. "We call it a people sucking device. It attracts people into

an area so we can control their movement patterns. The whole purpose is to harden these areas, giving visitors a scenic spot to sit by the stream. By hardening maybe 5 feet of bank, you can save 200 feet of bank from foot traffic."

Grass has grown along the picnic area's new streambanks. Trout have a more diversified environment and people have stairs and boulders for accessing the stream.

Motorists, seeing their user fees being put to work in Mill Creek Canyon, asked the stream rehabilitation crew to continue on up the Canyon.

The decision on whether to continue a fee system in Mill Creek Canyon will be made early in 1992. Both Salt Lake County and the Wasatch-Cache National Forest have received favorable support from many Canyon users who are pleased with the new trailheads, parking areas, turnouts, picnic facilities and stream improvements.

According to Jim White, Recreation Forester on the Salt Lake Ranger District, "We're excited that we are doing something new and different with Mill Creek Canyon. Not only are we protecting and saving a place for the future, we're providing a quality recreation experience for the present."

For additional information and a video documentary about the development of the Mill Creek Canyon Protection and Management Program, contact:


Jim White, Recreation Forester
Salt Lake Ranger District
Wasatch-Cache National Forest
6944 South 3000 East
Salt Lake City, Utah 84121
(801) 524-5042

Janice Eberhardt
Wasatch-Cache National Forest




Fisheries Biologist Jill Dufour explains to some Forest Service resource managers the stream rehabilitation in Box Elder Picnic Area in Mill Creek Canyon, Wasatch-Cache National Forest. Note the root wads and boulders in the foreground.

Earth Day Tidbits

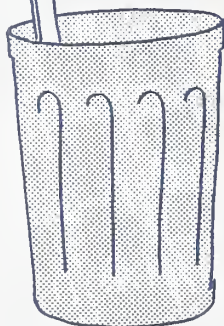
 The National Park Service has introduced recycling programs in Acadia, Great Smokey Mountains and Grand Canyon National Parks. Campers are provided special sacks for recycling and there are receptacles for plastics, glass, and aluminum in addition to the existing containers for paper and waste. Salvaged plastic will be used to create picnic tables, park benches and signs.

(Washington Post, December 1990)

 More Americans describe themselves as environmentalists (39%) than as Democrats (31%), Conservatives (27%), Republicans (20%) or Liberals (9%). Over three million Americans belong to at least one environmental organization. Nearly half of all Americans (49%) have contributed money to an environmental organization. One in six (16%) has done volunteer work for an environmental, conservation or wildlife preservation group.

(J. Walter Thompson, JWT Greenwatch, January 1990)

TRASH -a- THON



With Woodsy's encouragement, students clean up their communities and earn money for their organizations.

Woodsy Owl was a self-appointed cheerleader for the third annual Wells Rural Electric Company Trash-A-Thon in Wells, Nevada, on October 22, 1991. He was seen all over town cheering on participating youth groups and picking up trash.

Woodsy gave a thumbs up as Ruby Mountains Ranger District employees added their support. Employees helped the youth collect trash and counted and hauled bulging trash bags to the dump. Radio communication with the tally board kept the event running smoothly.

A total of 28 youth groups and organizations from Wells, Carlin, and Wendover, Nevada, collected 1,550 bags of trash! This is up 200 percent over the previous year! Wells youth alone collected 720 bags of trash which, at the going rate of \$2 per bag, earned them \$1,440 paid by Wells Rural Electric Company (WREC). WREC said the tremendous success of the event was due to the efforts of Forest Service employees.

SALMON RIVER FLOAT CANCELLATION CALL-IN

*by Susanne Smith
Information Assistant
North Fork Ranger District
Salmon National Forest*

*In hopes to float the Salmon,
You sent your application.
If you didn't draw a date,
There is some consolation.*

*You only have to pay your fee
Once, so don't you fear.
Because it's an "application,"
Only one is needed each year.*

*All the winners have been told
and must get back with me,
to tell me if they'll go or not;
I'm just waiting to see.*

*The ones that aren't going
must let me know by mail
no later than March 16.
If they don't, they'll fail.*

*If I do not hear from them
Before that fateful Monday;
Then their permit will be gone
To the first request on Tuesday.*

*People cancel for many reasons;
They broke a leg or arm,
They can't get vacation time,
or cannot leave the farm.*

*They all have different reasons
Why they can't go boating;
They're always very sorry
When they can't go floating.*

*But this leaves a launch out there.
Just call me up to see
If there is a date for you.
My number is 208-865-2383.*

*Please don't just sit around
feeling sorry or mad at me.
I'll try to get you on the river.
I'll do my best . . . you'll see.*

*Just remember there is a way
You can still obtain a date.
Now's the time to call me up
To see what's left by fate.*

*I pick up my mail around 10:30;
By 11:00 I usually know.
If a cancelled date is there,
You'll have your chance to go.*

*Call me after 8 o'clock
or before 4:30 is near.
I'm always glad to help you out;
Believe me, I'm always here!*

Mormon Crickets A-Lure

What do big fish and big bucks have in common? Ask Michael Blad of Kanosh, Utah, and, with a big smile, he will tell you that he landed both during the 1990 and 1991 Kid's Fishing Derbies at Adelaide Campground on the Fillmore Ranger District of the Fishlake National Forest.

Michael didn't have to poach the big bucks, they were received in the form of two \$50 savings bonds from Hooked on Fishing International. The savings bonds were the first-place prizes in the 1990 and 1991 Statewide "Biggest Fish Contest."

His fish were caught during the local fishing derby sponsored by the Fillmore Ranger District, Utah Division of Wildlife Resources and Hooked on Fishing International. This win qualified him for Statewide contests open to all local contest winners. At this level, entrants were judged according to species and size.

Michael's largest fish in the 1990 fishing derby was a 4½-pound, 22½-inch brown trout caught with a Mormon cricket. In the 1991 derby, Michael landed another big brown trout with another Mormon cricket and won the Statewide contest for the second year in a row.

This fish story is just another chapter in the continuing success story of the stream rehabilitation project on Corn Creek and Second Creek (a tributary of Corn Creek). It began with the devastating floods in 1983 and 1984. Prior to that, Corn Creek was considered one of Utah's Class II stream fisheries, a classification that meant it was one of the best fishing streams in Utah. (Only streams like the Yellowstone River are rated as Class I stream fisheries.) Corn Creek was producing over 300 pounds of fish per acre with brown trout catches reported up to 8 to 10 pounds. After the floods, fish production dropped to 8 pounds of fish per acre. In an attempt to bring back this valuable fishery, a partnership project was initiated which involved the Fillmore Ranger District, Utah Division of Wildlife Resources and Trout Unlimited.

Project work began in the fall of 1986 with different phases continuing through

1990. Fisheries Biologists, Wildlife Biologists, Range Conservationists, District Rangers, personnel in the Supervisor's Office, conservation biologists and contractors worked side by side to improve instream habitat and stabilize and protect streambanks. Hard work paid off with big dividends. Fish production began to improve dramatically and scarred, bare streambanks were revegetated with willows, grasses and other types of stabilizing vegetation.

After only a few years, the changes were amazing; and people began to notice the difference. In 1988, the Utah Wildlife Federation presented its Outstanding Forest Service Fish and Wildlife Accomplishment Award to Ron Wilson, Doug Reid, Seona Brown, Marion Cherry, Dana Nall, Bob Stevens, Tom Stinson, Jim Chard and Ron Tew for their work on Corn Creek. The Intermountain Region also presented the Fillmore Ranger District a Challenge Cost-Share Award for the Corn Creek Rehabilitation Project.

However, the best recognition of all came in June 1990 and 1991 when local youth caught the biggest fish of their lives and 12-year-old Michael landed his award-winning brown trout.

Dana L. Nall
Wildlife Biologist
Fillmore Ranger District
Fishlake National Forest

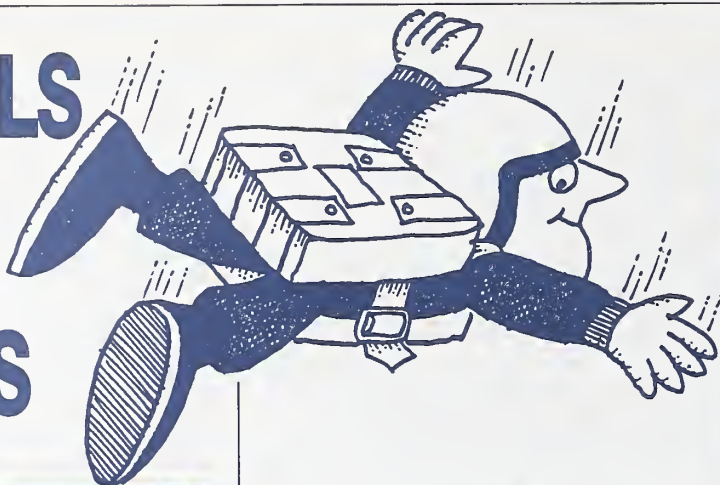


Michael Blad shows off the big brown trout that won the 1990 Statewide Big Fish Contest in Utah. Photo was taken by Seona Brown.

Trout Unlimited became involved shortly after this sign was erected.



THRILLS or SKILLS



Roberta Moltzen, Forest Supervisor of the Black Hills National Forest, addresses federal employees from the Uinta Basin. Roberta was formerly the Deputy Forest Supervisor for the Boise National Forest.

Skydiving and federal employment have little in common, yet a group of 125 federal employees learned to "pack their own parachute" in a recent seminar in Vernal. The Federal Employees' Seminar was hosted by Federal Women's Program managers from the Forest Service, Bureau of Reclamation, Bureau of Land Management and National Park Service. Participants came from throughout the Uinta Basin representing the sponsoring agencies and the Bureau of Indian Affairs, Fish & Wildlife Service, Farmers Home Administration and Soil Conservation Service.

Roberta Moltzen, Forest Supervisor of the Black Hills National Forest, used "Packing

Your Own Parachute," as an analogy. She said, "If we really want to be in control, and not float along on the whims of others, we do need to take responsibility for ourselves, for our decisions and for our lives."

Moltzen said that a single "most qualified candidate" does not exist. Instead, she gave nine attributes of successful job applicants. Two points of this list were to prepare a perfect application and make an effort outside work hours to become a more highly skilled employee. Her advice for career advancement was summarized as, "It's basically a combination of skills, attitudes, and marketing yourself."

Congressman Bill Orton spoke on the challenges of federal employment. He highlighted some budget problems facing all agencies by saying, "Government agencies will have to provide more and more services with less and less." Orton pointed to rising costs in health care and education as reasons government employees will not get raises.

The afternoon session included workshops on stress management, dual careers, career transition and growth, government retirement, and sexual harassment.

The seminar received much praise. Participants are not skydiving, but are parachuting into challenges to improve themselves and their careers and to deal with the economics of their agencies. Mary Bergkamp Hattis, Federal Women's Program Manager for the Ashley National Forest, said, "Employees look forward to another seminar next year because of the success of this one."

Diane Augustus
Information Assistant
Ashley National Forest

PACKING YOUR PARACHUTE

Nine Attributes of Successful Job Applicants

- ① They prepare a perfect application (typing, spelling, grammar). They know that their application is looked at as what they think a completed job is.
- ② They are officers in clubs, organizations and associations.
- ③ They are involved in their communities; they SERVE their communities.
- ④ They have speaking skills and speaking experience, or they're working hard to get them.
- ⑤ They have writing skills and they use them.
- ⑥ They have made efforts outside regular hours and through agency-sponsored training to become a more highly skilled employee. (You are naive if you think promotions come to those who work a 40-hour week.)
- ⑦ They openly, vocally, and visibly support equal employment opportunity and affirmative action.
- ⑧ They are interested in activities, resources, and issues outside their own functional areas.
- ⑨ **A REAL BONUS:** They have conflict resolution, negotiation, and public involvement skills.

—by Roberta A. Moltzen

Life Tips...

Substance Abuse



As a society, we are just beginning to understand that the problems of some ultimately affect us all. One such problem is substance abuse.

All too often we only recognize substance abuse that exists in someone else's office or neighborhood. Substance abuse now touches every demographic and social line, every race and group, and every age from infants to the elderly. It could be the teacher of your children, the pilot of the plane you are in, an employee, or a child.

If you are concerned that someone you know may have a substance abuse problem, ask yourself the following questions:

Have You Noticed:

- | Yes | No | |
|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> | Recent sudden changes in behavior—someone who normally takes pride in appearance, suddenly does not . . . |
| <input type="checkbox"/> | <input type="checkbox"/> | Dramatic change in appetite or eating habits; sudden weight loss or gain. |
| <input type="checkbox"/> | <input type="checkbox"/> | Sleeping difficulties or desire to sleep all the time. |
| <input type="checkbox"/> | <input type="checkbox"/> | Poor performance at school or on the job. |
| <input type="checkbox"/> | <input type="checkbox"/> | Difficulty in concentrating. |
| <input type="checkbox"/> | <input type="checkbox"/> | Nervousness or agitation. |
| <input type="checkbox"/> | <input type="checkbox"/> | Loss of energy or excessive fatigue. |
| <input type="checkbox"/> | <input type="checkbox"/> | Constant expression of worthlessness. |
| <input type="checkbox"/> | <input type="checkbox"/> | Unnecessary risktaking. |
| <input type="checkbox"/> | <input type="checkbox"/> | Sudden change in choice of companions. |
| <input type="checkbox"/> | <input type="checkbox"/> | Drugs or alcohol missing from home. |
| <input type="checkbox"/> | <input type="checkbox"/> | Items of value missing from home or office. |
| <input type="checkbox"/> | <input type="checkbox"/> | Lying and/or avoiding friends and family. |
| <input type="checkbox"/> | <input type="checkbox"/> | Unexplainable large amounts of money. |

These symptoms may be indicators of a variety of problems, both physical and emotional; however, if YES answers outnumber the NO's, there is a strong indication of alcohol or drug abuse. Help is available through the CONCERN program. For more information, contact Sonnet House 625-5295 (FTS:586-5295).

SICK BUILDING SYNDROME?

Increase productivity in the office by improving the indoor air quality.

Offices that contain environmental pollutants can develop a "sick building syndrome" that makes workers function below par—especially people who are sensitive to environmental pollutants.

Some Suggestions:

✓ **AVOID** papers bleached with chlorine. They contain residual dioxin and can give off toxic fumes. Use unbleached or oxygen-bleached papers.

✓ **SWITCH** to soy-oil ink for all your printing. Petroleum-based inks can emit a vapor consisting of 40 percent volatile organic compounds, according to the Thompson-Shore Printer's Inc. Company.

✓ **BUY** only non-toxic glues and colored markers. These are the kinds school districts purchase.

✓ **CHECK** to see that adequate ventilation and fresh air are provided.

✓ **USE** a fan, if needed, to keep air circulating. Consider getting a portable air filter for your office—but remember that electronic air filters emit ozone, which causes headaches for some people. Look in to a mechanical type of filter.

✓ **DIRECT** the exhaust ports of your laser printer and copier away from your work station.

✓ **ADD** houseplants—such as English ivy, dracaenas and spider plants—to your office. They remove many airborne toxins, according to research conducted by NASA.

Source: Paul and Sarah Edwards, writing in "Home-Office Computing," Scholastic Inc., 730 Broadway, New York, NY 10003.



Everyday Serving People

11/7/91

Susan Giannettino, Forest Supervisor
Wasatch-Cache National Forest

Dear Supervisor Giannettino:

I am writing to commend the efforts of Ranger Jim White during my lengthy negotiations to acquire a Salt Lake County building permit for replacement of our summer home in Porter Fork Canyon.

With all levels of government involved in the decisionmaking process, the road to a successful solution can be frustrating and, at times, overwhelming to the applicant.

Ranger White took the necessary time and effort to establish liaison with the County Planning Department staff in order to overcome so called "Catch 22" problems with regard to County and Forest Service regulations and ordinances, and to advise me on the proper way to proceed.

Yours truly,

/s/ John P. Baur

10/22/91

Dear Heidi,

What a delightful program you helped provide Villager members last Friday. Your account of public relations and keeping the public informed on vital issues was both entertaining and informative . . . Our group (73) truly appreciated your enthusiasm and upbeat approach in dealing with the public.

Naturally, knowing our small mountain town helped launch you (in the real world) gave us all a comfortable glow. Yes, you are also a credit to the Forest Service of Idaho.

Thanks so very much Heidi, you will be welcomed back anytime you're in the area.

Sincerely,

/s/ Mary Rosener (Villagers Program Chairman)

(Heidi Bigler was visiting her grandmother in Colorado when she was asked to provide a program (on short notice) after an original speaker cancelled. The group was called "Villagers." Heidi is an Information Assistant in the Payette Supervisor's Office.)

10/3/91

Peter Karp
Uinta National Forest Supervisor

Dear Mr. Karp:

I am writing this letter to . . . express appreciation for the commendable service that one of your volunteer camp hosts rendered to the Utah County Sheriff's Department.

On September 27, at approximately 9:30 p.m., I was performing patrol responsibilities for the Sheriff's Department when I was assigned to deliver an emergency message to the Provo City Chief of Police who was camping somewhere in the Diamond Fork area of Spanish Fork Canyon. This was a weekend and the canyon was full of campers, and locating this particular camp with so little information seemed to me to be like locating a needle in a haystack. I recalled meeting a campground host by the name of Paul Dibble on previous occasions in Diamond Fork camp, and Mr. Dibble had left a very positive impression on me . . . I instinctively proceeded toward his campsite for assistance. As I pulled up to the campground entrance . . . Mr. Dibble alertly exited his camper and approached my vehicle in the darkness to offer assistance. I do not believe at this point that Mr. Dibble was aware that I was a deputy sheriff, however, he was very prompt and willing to approach and offer assistance. I explained the situation . . . I was amazed when Mr. Dibble quickly identified the exact camp number which Chief Nielson was at and pointed me in that direction. I was able then to promptly locate the Chief and deliver the urgent message which potentially involved a Provo City government security matter. Just as I was leaving the campsite, Mr. Dibble approached in his vehicle to verify that I had successfully located the camp. I asked him how he was aware of Mr. Nielson's campsite in the maze of filled-to-capacity sites in the campground and he replied modestly, "I recognized Swen's camper as it came in and I always try to keep tabs on people in the campground."

I know for a fact that this type of professional service is not uncommon from Mr. Dibble. I have enjoyed his assistance and even an occasional hot dutch oven meal while passing through Camp Diamond during canyon patrol shifts . . . I already had a healthy respect for Forest Service personnel but this most recent contact . . . has furthered . . . my confidence in and appreciation for Forest Service employees and volunteers . . . Thank you for . . . providing such fine service to us all.

Sincerely,

/s/ Deputy Richard Healey
Utah County Sheriff's Department

10/10/91

Jess and Elanora Hulit
Odd Fellows and Rebekah Lodges

Dear Jess and Elanora:

The Idaho Transportation Department wishes to express its appreciation to you . . . for all your work on the travel break program at the Midvale rest area(s). We recognize the many hours spent by your volunteers in providing a pleasant safety break with coffee and conversation for traveling motorists. It is our opinion that efforts such as yours contribute greatly toward reducing traffic accidents on our highways.

Thank you again for your willingness to provide this valuable service. We encourage you to continue in these types of activities in order to make Idaho a safer place to travel.

Sincerely,
/s/ Marie Bishop
Manager, Office of Highway Safety
State of Idaho Transportation Department

(Elanora is an SCSEP employee on the Payette National Forest. Jess and Elanora's volunteer service for the Odd Fellows and Rebekah Lodges included distributing 100 dozen cookies to the 2,000 people who stopped at this rest stop. They have been doing this for 4 years.

10/23/91

Mr. Don Peterson, District Ranger

As a collective group of women out communing with nature, we want you to know how much we appreciate the many services you provide—up to and including one of your employees; i.e., Larry Donohoo

Late in the afternoon of Saturday, October 19, 1991, five women (ranging in ages from 44 to 94) were on Black Creek Road heading towards Boise when a right, rear tire went completely flat. Fortunately for us, about 2 minutes later, Mr. Donohoo rounded the corner and stopped.

Not only did Mr. Donohoo change the tire expeditiously, but he was so darned nice about it—particularly considering all the "assistance" we provided him.

We are most grateful for Mr. Donohoo's kindness in stopping to help a distressed group and feel you are fortunate to have him among your employees.

(The letter was signed by the five ladies involved. Larry is the Wildlife Biologist on the Boise Ranger District. He works closely with the public and spends a great deal of his personal time out on the Boise National Forest.)

11/6/91

Boise Ranger District

The first week in August we went camping at Shaeffer Butte. After arriving, we found that our front tire was going flat. Quickly, we looked for the tire tools that are always under the front seat and could not find them. So we put a rock under the axle so it wouldn't go down.

The only other campers were driving a small vehicle. They had tents up at the other end of the camp. We doubted that they would have anything that would work for a 3/4-ton Ford with camper.

The next morning we ate breakfast and was wondering what to do when a Ranger District employee drove into camp. Venetia Gempler was very helpful. She let us use some of her tools while she made her rounds—checking on the camp area and doing her work.

We want to commend your employee for assisting us in our time of need in a pleasant and helpful manner. Also, she gave us information on other campgrounds, discussed snowmobile areas and gave us a Forest Service map.

/s/ Les and Wanda Paulin

P.S. Yes—We went home and had a talk with the teenager who had removed the tools.

(District Ranger Donald E. Peterson said Venetia Gempler is a Forestry Technician who has frequent contacts with the public as she patrols the Boise Ranger District. She is always ready to help and inform the public about the Forest Service and National Forest lands.)

In a DG note to Philip B. Johnson, Regional Interpretive Coordinator, Lee Skabelund, Wasatch-Cache National Forest, said:

"I had the pleasure of taking the tour of the Minnetonka Cave on the Caribou National Forest on Labor Day. Our tour guide, Denise Clark, did a great job! Just wanted you to know I have compliments for this operation. I had heard there would be a long wait. The Recreation Guard who was in the Canyon was most helpful. He contacted our group as we were picnicking and told us that we should go up and get our tickets ahead of time. We did and by the time we ate and got up there, we went right in. I was impressed. No one knew I was with the Forest Service (let alone interpretive services). Please pass my compliments on to these people. I caught them in the act of doing great. Be happy you have them. It is obvious that you have emphasized customer service. Everyone in our family reunion group of 25 loved the cave experience. Thanks for the way it was presented."

Kid's Corner

DIPPY
DUCKS.....

So why aren't those crazy ducks frozen solid as they swim in a river that has slushy ice floating by. If I stuck my bare legs in that water, they'd fall off, I'm sure! Is there something special about ducks that allows them to do that?

As you have probably guessed, there is something special about them. Several special somethings, as a matter of fact—feathers, oil glands and current heat exchanges, to name a few.

Let's start with feathers. If you've ever watched a bird of any kind, you have noticed how they can fluff their feathers out. It makes them look bigger. It also creates more space between their skin and feathers. This extra space is filled with warm air created by their bodies. And feathers, being such great insulators, hold the warm air in; just like a down coat or sleeping bag holds around us the warm air from our bodies.

But wait a minute. Having slept in a wet sleeping bag a time or two when caught in a bad storm, I know for a fact feathers don't hold much heat when they are wet. So how come those ducks aren't soaked and miserable? Because, their feathers don't get wet.

What do you mean, they don't get wet? They're sitting in the water aren't they? Yes, but the ducks have a special oil gland at the base of their tails. They use the oil from the gland to waterproof their feathers. Every time they preen themselves, they squeeze some of that oil onto their bills, then rub their bills across their feathers, oiling them in the process. That's why water just beads up on their feathers and rolls off, instead of soaking in.

Those clever ducks.

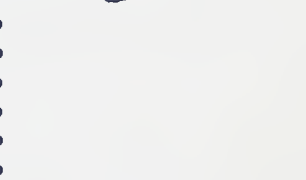
So that explains how they keep the main part of their body—the core—warm. How about their legs though, huh? No feathers there. How come their legs don't get frostbitten and fall off? I know my fingers would if I stuck them in the cold water and then waved them around in the cold air for a while.

Well, the skin on the duck's legs is made of special tissue that can withstand colder temperatures than the skin on the rest of their bodies. And the blood vessels going to and from their legs are arranged in such a way that very little of the heat created inside the core of the duck's body ever gets to their legs. So they don't lose all the precious heat they need to keep their core warm.

This is how it's done. The blood in the vessels (arteries) moving from the heart to the legs is warm. The blood in the vessels moving back to the heart (veins) is cold. In a duck, the arteries and veins serving the legs lie right up against one another. Just as the heat moves from water in a warm water pipe to a cold pipe, the heat in the arteries is conducted to the colder veins. And the heat is moved back to the core without ever reaching the legs. This is a counter current heat exchanger in action.

So there you have it. Insulation, waterproofing and heat exchangers—all in one simple little duck. Who could have imagined it?

Pat Hurt
Salmon National Forest



The majority of American workers will get an advance payment on next year's federal income tax refund with new tax withholding tables the Internal Revenue Service is sending to their employers.

\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$

\$ \$

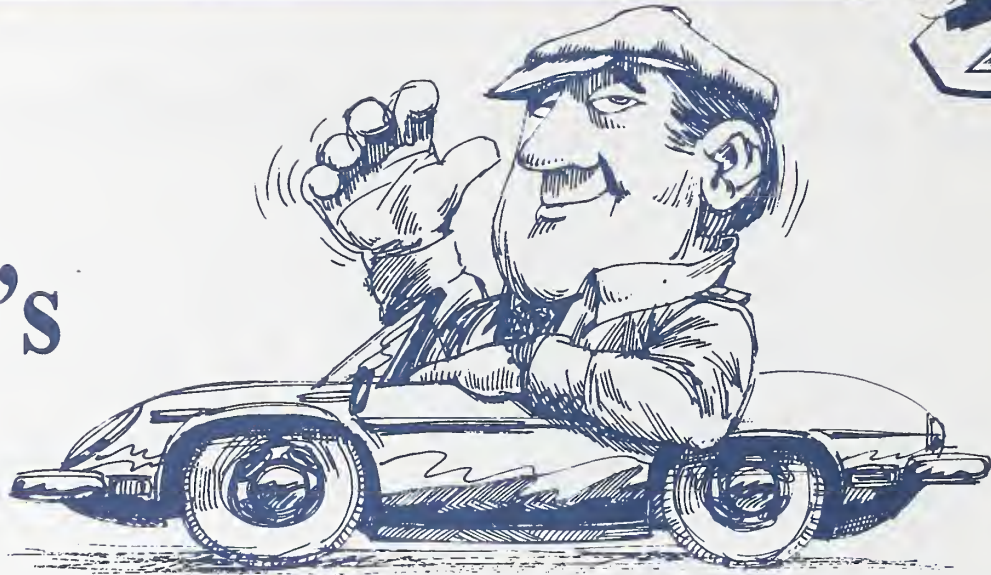
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$

\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$

QUALITY APPROVED



In the Driver's Seat



Picture this. You're in a car headed for San Francisco. You're driving. You know how to drive, know the rules of the road, and have practiced becoming proficient at steering the car where you want it to go.

As the speedometer clicks away the miles, you adjust your driving to the road conditions you encounter. There's no manual to tell you how to drive to California and yet, mile by mile, you get closer and closer. You don't want to implement a "driving program" to get there. You just drive.

What am I "driving" at? Many of us wish we had a manual to tell us what to do to get on with this "quality program." Well, read on.

Most Forest Service systems would be difficult without manuals or handbooks to provide guidance and procedures. Can you imagine no payroll handbook? No range permit handbook? No timber contract guidance? Talk about chaos! So why not have a total quality management handbook, something to tell us what we need to do with quality? One answer is, quality management is not "something" we do; IT IS HOW WE DO EVERYTHING. Perhaps, a handbook on quality would send the wrong message, a message that quality is something we do along with other work responsibilities.

Let me take you deeper. (Are you still with me?) Karl Albrecht and Lawrence Bradford in their book, "The Service Advantage," endorse the idea that the customer is an asset and we choose to treat this asset in many ways. Sometimes, we think of ourselves as customer oriented—we feel we know who our customers are and what they expect. But, if we

are customer driven, we KNOW who our customers are and we KNOW what they expect, because we are continually in touch, asking them what they expect. Since quality management is based on the premise that we meet customer expectations 100% of the time, we need to be customer driven, not just customer oriented. Logically then, quality management is not a program we do, it is HOW we do everything.

The longer we view the "quality program" as a separate "thing" we do; the longer we delay implementing customer focus and meeting customer expectations in our daily work, and the longer it will take us to become a customer-driven organization. Quality should not be just words written on a piece of paper. It is a philosophy—not a program. It is an achievable horizon on the edge of today.

Remember your first time behind the steering wheel? Weren't you anxious and unsure of your driving skills? Just as we learned to drive a car, we can learn to be comfortable with being customer driven. We have a fair idea of where we're headed and we have some tools to get us there.

Maybe we haven't practiced enough to feel comfortable yet? Maybe we don't know about other tools that can help us adjust to the ever-changing "quality" road? Nevertheless, we need to start. We need to practice, innovate, and adapt. Don't wait to know everything before you start. Use what you know and learn more. Just as the road to San Francisco changes, so do our customers and our environment. There's no handbook to tell us day-by-day and minute-by-minute how to make "quality" a reality. There never will be, so don't wait for it. Don't wait for the organization to roll out the next phase of the quality management program because there is no program. There's only the challenge to learn and practice what you know. The Quality Steering Team and your Quality facilitators can help by providing information sources to help you feel more comfortable. Ask for help. Then get moving. Don't wait! There is no next step in the "program" because there is no program. You and your actions are the next step!

Mark Johnson
Montpelier District Ranger
Caribou National Forest


WOMEN IN HISTORY


March is Women's History Month but it doesn't seem to get much attention even though women's contributions are varied and many.


Surprisingly, women have participated in every war the United States has fought, but it wasn't until the recent Persian Gulf War that this became common knowledge through media coverage that made it impossible to ignore the contributions women were making. They quietly and competently went about doing the jobs they had been trained to do, working as full partners with the men in their units.


In one scene of the play, "The Madwoman of Chaillot," she says, "Nothing is ever so wrong in the world that a sensible woman couldn't set it straight in the course of an afternoon."

Well—an afternoon might be a little optimistic, but more frequently women are holding positions with more visibility and more opportunity to make a difference:


 In their last elections, the States of Texas, Kansas and Oregon inaugurated women governors.

 In 1991, a fourth woman was named to Minnesota's Supreme Court, making it the first one in the Nation to have a majority of women.


 Management research shows that in 10 years of studying highly successful companies the most successful behaviors noted turn out to be those most commonly used by women.

 There is more political interest in a pro-family agenda that looks suspiciously like issues feminists have been pushing since the 1960's—raising the tax exemption for dependents, encouraging flexible hours, part-time work, job-sharing and home-based work to ease the family-time famine.





 In the 1984 Region 4 Leadership Team picture there was not a single woman. Today, we have three woman Directors, one Forest Supervisor and one Deputy Forest Supervisor. That's progress right here on our own turf. Chief Dale Robertson said, "Women always play a vital role in the Forest Service, either by direct contribution or by support of family members."



Some statistics that show areas where there is work to be done nationally are:

 A study done by the American Association of University Women showed that at age 9

American girls feel confident, assertive and very good about themselves. By the time they reached high school, two-thirds of them had a poor self-image, relatively low expectations from life and much less confidence in themselves and their abilities than did boys. One interesting revelation was that far more black girls surveyed were still self-confident in high school compared with white and Hispanic girls; white girls lost their self-assurance earlier than Hispanic girls.

 The percentage of women in state legislatures grows at the rate of only about 1 percentage point each election year. That means that it will take another 64 years for women to reach the 50 percent mark. And the rate is much slower in Congress.

 Nearly all victims of family violence are women and children. Family violence is the biggest cause of injury to women in the United States—more than auto accidents, rape and muggings combined. Thirty-four percent of all female homicide victims over the age of 15 are killed by their husbands or intimate partners.

 And all this may help explain a report by the American Psychological Association that said that women are more than twice as likely as men to suffer major depression. 

—From an article by Katie Sherrod, a columnist for the Fort Worth Star-Telegram

Uinta Forest Receives Chief's Stewardship Award

The Chief's Stewardship Award annually goes to the Nation's prime example of resource management on National Forest lands; this year the award went to Uinta National Forest employees for restoration in Strawberry Valley.

The Bureau of Reclamation purchased the Strawberry Valley land from the Uintah Indians in 1910 for the Strawberry Valley Water Project. Under contract to the Strawberry Water Users Association, grazing was the primary use of these valuable watershed lands. Numbers of livestock, seasons of use, and vegetative treatments led to extreme deterioration.

Tributaries to Strawberry Reservoir had long been valuable for spawning cutthroat trout. Over the years, the streams in Strawberry Valley had degraded. Spawning gravel had washed out or was buried under silt, channels had been cut down and riparian vegetation was significantly reduced. The banks of these tributaries had become denuded, trampled, and destroyed; the water degraded.

Valuable spawning habitat was obliterated and animals dependent on riparian habitat began to leave.

Without streamside vegetation, streams became unstable. Peak waterflows during high water years scoured these unstable channels. Once the most popular fishing spot in northern Utah, Strawberry Reservoir was despoiled by sedimentation and refuse. Nongame fish, such as chubs and suckers, began to compete with trout for food. Waterfowl which once had frequented the area became few in numbers.

On October 16, 1989, Congress transferred these lands to the Uinta National Forest. The lands were given National Forest status and future management direction was established under the Uinta National Forest Land and Resource Management Plan.

Two groups were formed with representation from land and resource management agencies, recreation enthusiasts, and grazers. One group served as an Interdisciplinary Team for field deliberations and findings

documentation. The other group served as an ad hoc executive board to work out issues. Although controversy was high, there were no appeals or litigation on the Environmental Impact Statement.

It was determined that cattle and sheep grazing should cease within the Strawberry Valley Management Area. This use will be reevaluated when the ecosystem has sufficiently recovered.

Through a fully integrated interagency approach, Out-Service funding was acquired to complete critical riparian and fisheries habitat improvements. Projects included changing channel geometry, mechanically stabilizing streambanks, and replacing stream-bank vegetation. A large portion of this work has been completed by volunteers. Through these projects, fish habitat has been maximized and streams now provide cover, spawning, and rearing areas.

In August of 1990, in cooperation with the Utah Division of Wildlife Resources, Strawberry Reservoir was treated with approximately 1 million pounds of rotenone to kill the fish. This was the largest treatment project of its kind ever undertaken and was highly successful. Bear Lake cutthroat trout, rainbow trout, and Kokanee salmon have since been planted. Strawberry Reservoir is once again a blue-ribbon attraction in Utah. Waterfowl have increased significantly and wildlife is returning.

Some roads and off-highway trails were closed and reseeded to allow rehabilitation to take place. Traffic was rerouted to protect sage grouse strutting grounds and other sensitive wildlife habitat. Wildlife viewing opportunities were improved by rehabilitating or improving roads.

In addition, a Utah Division of Wildlife Resources fish egg-taking



Juniper revegetment is used for stream rehabilitation on the tributaries to Strawberry Reservoir.

station was constructed close to a state-of-the-art Information Center. A demonstration project and trail interpreting stream ecology have been developed between the stations, providing environmental education to Forest visitors.

Outstanding camping, day-use, and boating facilities have been developed. Concrete launching ramps have been installed for larger craft, while rafts, canoes, and small rowboats may be hand launched from access points around the Reservoir. Fish cleaning stations were also installed. This area has become a showcase within the Forest Service.

An award-winning amphitheater was installed on the shore of Strawberry Reservoir. There well-attended environmental education and historical presentations take place during the summer.

Uinta National Forest employees take pride in knowing their work draws visitors from across the country to enjoy this valuable and beautiful restored area.

Brent Spencer, Recreation Program Manager for the Heber Ranger District, knows recreation facilities under his management will provide memorable experiences for individuals and families alike.

"My objective is to make sure those who visit or use National Forest lands have FUN. They will if we make sure facilities are designed for the people who actually use them. Facilities must be well maintained and staffed by people who make each customer feel special."

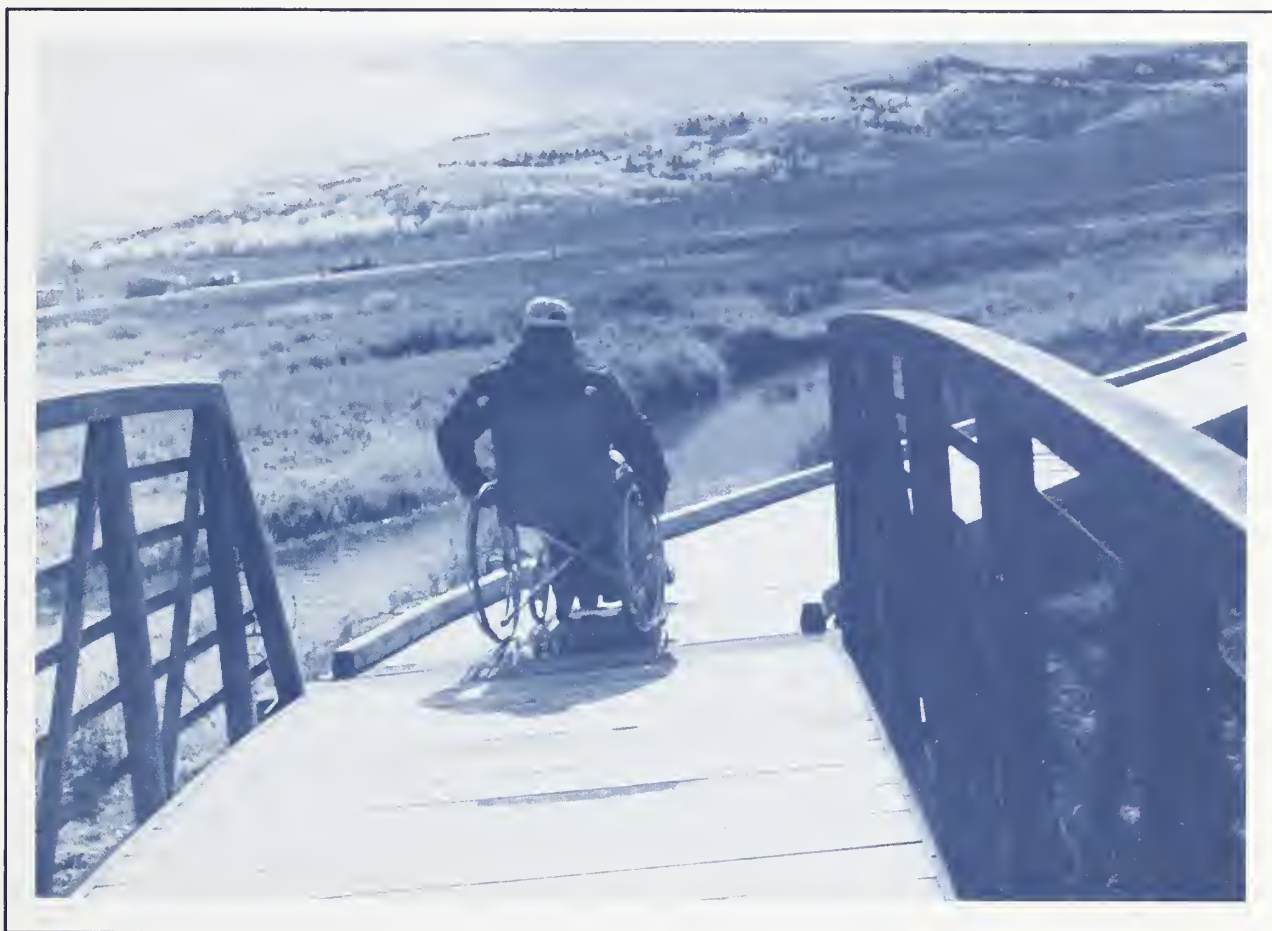
Steve Smith, the Heber District Range, Watershed, Minerals, and Human Resource Program Manager, shares his vision:

"I want to move vegetation, soil, and water quality toward its potential desired future condition, with the assistance of people interested in improving the Uinta Forest."

The saga of Strawberry Valley restoration continues with the help of volunteers, other resource management agencies, and Forest permittees.

Loyal Clark
Public Affairs Officer
Uinta National Forest

A visitor uses the interpretive trail at the Strawberry Visitor Center.



Roll Call

REGIONAL OFFICE

Appointments

MARIA BINGHAM, Mailroom Clerk, IS
DANA HOSKINS, Student Trainee (Accounting), F&PS
JOAN FINLEY, Student Trainee (Accounting), F&PS
PAMELA CAMPBELL, Office Automation Clerk, PM

Promotion

SHELLEY HEAPS, Personnel Clerk, PM, to Personnel Assistant, PM

Promotions in Place

WILLIAM THOMSON, Supervisory Airplane Pilot, A&FM
JODY ANDERSON, Personnel Assistant, PM
ROBERTA BEVERLY, Management Analyst, TQM
VALERIE DEBLANDER, Forestry Technician, S&PF
GILBERT ESPINOSA, Accounting Officer, F&PS

Reassignments

CURT PETERSON, Management Analyst, TQM, from Operations Group Leader, PM
HARRY SHERMAN, Purchasing Agent, AS, from Caribou NF (SO)
JANET HOEL, from Call-When-Needed Pool, to Mail and File Clerk, IS
DAN BARTSCH, Fishery Biologist, F&WL, from R-10 (RO)
TAMARA ADAMS, Clerk Typist, RW, from AS
CHERYL BARTLETT, Supervisory Accountant, F&PS, from Nebraska NF (R-2)
SEONA BROWN, Fishery Biologist, F&WL, from Fishlake NF (SO)
KRISTINE DAMSGAARD, Forestry Technician, A&FM, from R-2 (RO)

Retirement

KARL HAASER, Surface Management Coordinator, Minerals Area Management

Transfers In

ROBERT MANN, Contract Specialist, AS, from GSA in Washington, DC
MARK HUTCHINS, Computer Specialist, IS, from the Department of Energy in Idaho Falls, Idaho
MARIA BINGHAM, Mail Clerk, IS, from the VA Hospital in Salt Lake City, Utah

ASHLEY NATIONAL FOREST

Appointment

BYRON LOOSLE, Archeologist, SO

Promotions

MARGARET DOWD, Information Assistant, Carson RD, Toiyabe NF, to Visitor Information Specialist, Flaming Gorge RD
KEITH BABCOCK, Maintenance Mechanic, Flaming Gorge RD, to Maintenance Work Leader, Flaming Gorge RD
HOMER BOONE, Realty Specialist, R-5 (RO), to Realty Specialist, Flaming Gorge RD

Reassignments

KERRY FRANCIS, Personnel Management Specialist, SO, to Supervisory Personnel Management Specialist, SO
MARK CAMPBELL, Information Assistant, Flaming Gorge RD, to Resource Clerk, Flaming Gorge RD
DALE SCOTT, Resource Clerk, Flaming Gorge RD, to Information Assistant, Flaming Gorge RD
LYNNE AMMON, Forestry Technician, Lower Trinity RD, R-6, to Visitor Information Specialist, Flaming Gorge RD

Retirement

MERLIN WALKER, Supervisory Civil Engineer Technician, SO

BOISE NATIONAL FOREST

Appointments

TAMIE COOPER, Clerk, Lucky Peak Nursery
JESSE LOPEZ, Forestry Technician, Mountain Home RD
CLINT OPENHEIN, Forestry Technician, Mountain Home RD

Conversion to Career Conditional

MARIA NAVARRO, Information Receptionist, SO

Promotions

DAN DEISS, Forester (Adm.), SO, to Timber Planning Officer, Dixie NF
DUANE BUTLER, Timber Staff Officer, Coconino NF, to Emmett District Ranger

KURT JONES, Forestry Technician, Mountain Home RD, to Supervisory Forestry Technician, Mountain Home RD
MARY BETH KNOX, Business Management Assistant, Lucky Peak Nursery, to Support Services Specialist, Lucky Peak Nursery
LINDA YOUNGER, Information Receptionist, Idaho City RD, to Information Assistant, Idaho City RD
MICKEY YARDLEY, Forestry Technician, Lowman RD, to Supervisory Forestry Technician, Lowman RD
NANCY BURNETT, Accountant, Flathead NF, to Budget Analyst, SO
MARY GOODE, Accounting Technician, SO, to Supervisory Accounting Technician, SO
JOHN POTYONDY, Hydrologist, SO, to Hydrologist, Rocky Mountain Forest and Experiment Station.

Promotions in Place

IDA CAMARENA, Personnel Clerk, SO
CHRISTOPHER LESCH, Supervisory Forestry Technician, Mountain Home RD

Reassignments

RAY MOCKLI, Supervisory Forestry Technician, Olympic NF, to Supervisory Forestry Technician, Emmett RD

JAMES FINCHER, Soil Scientist, Beaverhead NF, to Soil Scientist, Lowman RD
RAY MOCKLI, Supervisory Forestry Technician, Olympia NF, to Supervisory Forestry Technician, Lowman RD
CATHY BARBOULETOS, Malheur NF, R-6, to Deputy Forest Supervisor, SO
RON NEFF, Forester, Lowman RD, to Forester, Marienville RD, Allegheny NF

BRIDGERTETON NATIONAL FOREST

Promotions in Place

RAMON BORREGO, Wildlife Biologist, Big Piney RD
DEBORAH HOOK, Forestry Technician, Big Piney RD
LAURA OLOFSON, Resource Clerk, Buffalo RD
JAMES SCHOEN, Archeologist, SO

Reassignment

SUSAN HUDSON, Information Receptionist, Forest Visitor Center, from Computer Assistant on the Meda RD of the Ouachita NF

Resignation

TAMMY SMITH, Secretary to Forest Supervisor

CARIBOU NATIONAL FOREST

Appointment

ANITA M. LUSTY, Civil Engineer, SO

Promotion

BRUCE R. COLEMAN, Civil Engineering Technician, Gifford Pinchot NF, to Civil Engineering Technician, SO

Promotions in Place

GREGORY I. CLARK, Forester, Soda Springs RD

Reassignments

JEFFERY L. JONES, Geologist, Ely RD, to Geologist, Soda Springs RD
BOB BOLT, Supervisory Programmer Analyst, SO, from Humboldt NF
BRUCE COLEMAN, Engineering Technician, SO, from Engineering Technician, Gifford Pinchot NF, R-6

CHALLIS NATIONAL FOREST

Appointments

MARIE L. HOLLIST, Resource Clerk, Lost River RD
AMY WILLIAMS, Information Receptionist, Middle Fork RD
LISA L. RODGERS, Office Automation Clerk, Lost River RD
ROSA L. ERICKSON, Office Automation Clerk, Lost River RD
MARCELLA M. MACLERRAN, Office Automation Clerk, Lost River RD
CAROL ANN MANNING, Office Automation Clerk, Lost River RD
LORENE I. SPENCER, Office Automation Clerk, Lost River RD

Promotions

DENISE K. CAMPER, Business Management Assistant, Yankee Fork RD, to Support Services Specialist, Yankee Fork RD
LINDA C. FOSTER, Clerk Typist, Lost River RD, to Support Services Specialist, Lost River RD
CAROLYN SMITH, Clerk Typist, Lost River RD, to Information Assistant, Lost River RD
JUDY E. SUMMERFELD, Budget Analyst, Payette NF, to Budget Analyst, SO
BESSIE CHRISTINA FINLEY, Clerk Typist, Yankee Fork RD, to Resource Clerk, Yankee Fork RD
LISA M. HURLESS, Clerk Typist, Yankee Fork RD, to Information Assistant, Yankee Fork RD

Resignation

WANDA J. MURPHY, Office Automation Clerk, SO

DIXIE NATIONAL FOREST

Promotion in Place

JANET S. NELSON, Personnel Clerk, SO

Retirement

ROLLO H. BRUNSON, Supervisory Land Use Planner, SO

FISHLAKE NATIONAL FOREST

Appointments

LISA PENNEY, Mail and File Clerk, SO
GARY BAKER, SCSEP Enrollee, SO
FRED GRIFFITHS, SCSEP Enrollee, SO
THAINE TAYLOR, SCSEP Enrollee, Loa RD

Promotions

ELLEN DANIELS, Mail and File Clerk, SO, to Resource Clerk, Richfield RD
LOIS BROWN, Clerk Typist, SO, to Accounting Technician, SO

Promotion in Place

FLORENCE KEHR, Support Services Specialist, Beaver RD

Reassignments

D. FRED HOUSTON, JR., Supervisory Forester, Beaver RD, to Supervisory Forester, Flaming Gorge RD, Ashley NF
BETH EDMONDS, Mail and File Clerk, SO, to Secretary, SO

HUMBOLDT NATIONAL FOREST

Promotion in Place

KAREN DUNHAM, Support Services Specialist, Santa Rosa RD

Transfer In

MARSHA HOLFORD, Secretary, Mare Island Naval Shipyard, to Personnel Clerk, SO

MANTI-LA SAL NATIONAL FOREST

Appointment

PAUL BURNS, Fisheries Biologist

Promotion

SHARON METZLER, Branch Chief of Recreation, Wilderness, Cultural Resources, NEPA and LMP, to Mormon Lake RD, Coconino NF

Promotion in Place

JIMMIE L. FORREST, Range Conservationist, Monticello RD

PAYETTE NATIONAL FOREST

Appointments

SUSAN B. ADAMS, Fishery Biologist Coop. Ed., New Meadows RD
KARAN WATERS, Hydro Technician, SO
TIMOTHY K. PAGE, Fishery Biologist, New Meadows RD

Promotions

SUSAN REINHARD, Public Affairs Officer, SO, from Public Affairs Specialist, Boise NF
DEANNE R. FLEMMER, Administrative Trainee, SO, to Budget Analyst, SO
SHARON CLARK, Clerk, Weiser RD, to Clerk Typist, Weiser RD
ARTA SMITH, Support Services Specialist, Engineering, to Budget Assistant, Engineering, SO

Promotions in Place

BRENDA J. CORY, Personnel Officer, SO
JAMES FITZGERALD, Hydrologist, SO
CATHERINE PETZAK, Information Receptionist, SO
WAYNE REYNOLDS, Supervisory Forestry Technician, SO
LEE ANN KESLER, Resource Clerk (Typing), Council RD

Reassignments

GREGORY LESCH, Hydrologist, Boise NF, to Hydrologist, Weiser RD
SYLVIA CLARK, Range Technician, Black Hills NF, to Range Conservationist, Weiser RD
BARRY F. STATA, Civil Engineer, SO, to Civil Engineer, Jefferson NF
CLARA WELOTH, Fishery Biologist, New Meadows RD, to Fishery Biologist, White Mountain NF
JON SHAW, Forestry Technician, Los Padres NF, R-5, to Supervisory Forestry Technician (AFMO), New Meadows RD
PEGGY JACKSON, Budget Analyst, Challis NF, to Budget Analyst, Planning and Public Information, SO
DIANNA BATES, Resource Clerk, Mt. Hood NF, R-6, to Resource Clerk, Krassel RD
DIANNA KNADEL, Electronic Technician Trainee, Boise NF, to Electronic Technician Trainee, SO

Resignation

JOHN PHILLIPS, Lead Forestry Technician, New Meadows RD

Retirements

PHILIP GILMAN, Supervisory Land Use Planner, SO
GEORGE BUCKLEY, Civil Engineering Technician, SO

SALMON NATIONAL FOREST

SAWTOOTH NATIONAL FOREST

TARGHEE NATIONAL FOREST

Promotions in Place

DEAN DAVIES, Civil Engineering Technician, Palisades RD
DEAN HATHAWAY, Civil Engineering Technician, SO

Retirement

IVAN C. THORNTON, Range Conservationist, SO

TOIYABE NATIONAL FOREST

Appointment

CATHERINE HILL, Information Receptionist, Las Vegas RD

Career Conditional Appointments

ELIZABETH VLAMING, Public Affairs Officer, Las Vegas RD
JAMES MABE, Forestry Technician, Austin RD

Promotions in Place

CINDY FITZGERALD, Supervisory Budget Analyst, SO
BILL BRYANT, Forestry Technician (Fire), Bridgeport RD
JENNIFER DE JUNG, Forestry Technician, SO
THOMAS FROLLI, Supervisory Range Conservationist, Austin RD

Reassignments

PAULA BUSCH, Support Services Supervisor, Carson RD, to Administrative Officer Trainee, Nicolette NF, R-9
SANDRA SILVA, Management Assistant, SO, from Rogue River RD, R-6
DOYLE HANKS, Ecology Team Leader, SO, from Fuels Management Specialist, SO
MARK CHRISTIANSEN, Recreation Officer, Las Vegas RD, to Supervisory Forester, Arapaho Roosevelt NF, R-2
J. TIM BELTON, Land Use Planner, SO

UINTA NATIONAL FOREST

Appointment

SUSAN LEAVENGOD, Office Automation Clerk, SO

Promotion

MARILYN BATTY, Computer Specialist, San Bernardino NF, to Computer Specialist, SO

Promotions in Place

NANCY CLARK, Support Services Specialist, Pleasant Grove RD
VICKI MAY, Personnel Management Specialist, SO
KATHERYN WENDY FUELL, Range Conservationist, Spanish Fork RD

Reassignment

LYNETTE WINGERT, Personnel Clerk, Dinosaur NM, to Computer Assistant, SO

Transfer In

J. JUAN SPILLETT, Wildlife Biologist, APHS, to Wildlife/Fisheries Biologist, SO

Resignation

BROOKE SAGERS, Access Clerk, SO

WASATCH-CACHE NATIONAL FOREST

COOPERATIVE UTAH STATE UNIVERSITY POSITION

DR. DAVID S. WINN, has joined Utah State University's Department of Geography and Earth Resources as an Assistant Professor with the title of USDA Forest Service National Remote Sensing/GIS Coordinator. He is employed by the Forest Service and holds a cooperative appointment to assist

in on-going collaboration between the University's College of Natural Resources' Remote Sensing/GIS Labs and the Forest Service. Dave said that the Remote Sensing/GIS Center is the place to be. It gives us an opportunity to capitalize on the volumes of data that the Landsat-type satellites are giving and analyze this data with the express purpose of evaluating wildland habitats that are changing by natural activities or those of man.

Before entering this cooperative Forest Service/Utah State University position, Dave was the Wildlife Biologist/Ecologist in the Fish and Wildlife Staff in the Intermountain Regional Office. In 1984, he developed a quantitative model for analyzing the cumulative effects of activities on grizzly bear habitat recovery in the Greater Yellowstone area. After the massive 1988 Yellowstone fires, Dave chose remote sensing to update the model which covered 6,000 areas. This was done in collaboration with the Utah State University College of Natural Resources.

RETIREMENTS

CHUCK HENDRICKS, the Rocky Mountain Region's Director of Watershed, Soils and Minerals, retired March 2. Earlier in his career, Chuck was Forest Supervisor of the Caribou National Forest.

JOHN MARKER, Director of Public Affairs in Region 6, has retired. John was a former Current Information Officer and Fire Operations Manager in the Intermountain Regional Office.

DR. LARRY LASSEN, Intermountain Station Director, has announced his retirement effective May 2.

OBITUARIES

EMMETT L. BARTON died March 2 of heart failure. He was a lifelong resident of the Ogden area and completed his civil engineering degree from International Correspondence School. Emmett was an engineer with the U.S. Bureau of Public Roads and the Forest Service. He was an engineer on the Pan-American Highway and worked on the extension of the Alaskan Highway.

WARREN "BUD" ALLRED died January 15. As he grew up, he lived and worked in the Allred Hotel in Afton, Wyoming. He began by washing dishes in the hotel when he was very young. He earned a bachelor of science degree in wildlife management from Utah State University and later worked for the Forest Service, the Wyoming Game and Fish and the Federal Fish and Wildlife Service. A major accomplishment during his early career was trapping and transplanting 1,000 elk from the Jackson Hole area to other suitable areas such as the Red Desert.

Awards

REGIONAL OFFICE

GRAY REYNOLDS, BOB JOSLIN and CLAIR BEASLEY, Regional Forester's Office, received TQM awards from the Challis NF.

GEORGE D. FISHEL, Staffing Specialist, PM - \$300 for assistance to John Daigle in planning and preparing the Native American Education Program.

JIM SUHR, Civil Engineer, E - \$1,200 for an outstanding effort in the successful development of "Road Map to Problem Solving" training course.

ROBERTA BEVERLY, Management Analyst, TQM - \$900 for an outstanding effort in the successful development of "Road Map to Problem Solving" training course.

LORIE PRICE, Management Analyst, TQM - \$500 for an outstanding effort in the successful development of "Road Map to Problem Solving" training course.

LELAND OLSON, CHARLENE REED, and BETH SJOBLUM, Purchasing Agents, AS - \$100 each for outstanding assistance in purchasing materials required for the 1990 R-4 Symposium.

TIAH L. GLYNN and LORNA E. MCNAY, Clerk Typists, R&L - \$500 each for willingness to assume additional duties and responsibilities from February to July 1991 due to limited support staff.

KATHRYN PAROZ, Budget Assistant, E - \$200 for exceptional and prompt assistance in Small Purchasing during the absence of a Purchasing Agent.

JIM E. STONE, Audiovisual Specialist, PM - \$500 for outstanding performance in completing the "Humboldt Hardrock Showcase" video tape.

CHARLENE REED and BETH SJOBLUM, Purchasing Agents, AS - \$500 each for support of requisitioners during the vacancy of a Purchasing Agent position.

DAVID HOFFER, Environmental Coordinator, P&B - \$500 for an extraordinary effort in improving the quality of conformance to the National Forest Environmental Policy Act and the Intermountain Region Total Quality Management Program.

LORRIE PARKER, Supervisory Management Analyst - For suggesting utilization of the DG for reserving conference rooms and/or equipment or vehicles.

GLENN MOORE, Computer Assistant, P&B - \$100 for suggesting utilization of the DG for reserving conference rooms and/or equipment or vehicles.

PATRICIA L. GARDINER, Supervisory Visual Information Specialist, E - For an outstanding contribution to the success of the first R-4 Symposium.

JAMES E. STONE, Audiovisual Specialist, PAO - \$400 for an outstanding contribution to the success of the first R-4 Symposium.

ANN ALLAN, Clerk Typist, and M. J. BRACKMAN, Computer Programmer Analyst, P&B - \$150 each for creativity and excellent project management skills in producing the 1991 "Surprise Party" video for the P&B Staff.

HAROLD SKOW, Computer Programmer, P&B - \$500 for excellent analytical and technical contributions to the P&B Staff in developing the R4PBDS program-planning application in Oracle.

CHARLENE E. REED and LELAND M. OLSEN, Purchasing Agents, AS - \$500 each for filling in during the absence of a purchasing agent on maternity leave.

ANITA SATO and NORMA SHUPLA, Duplicating, IS - \$100 each for outstanding assistance in duplicating hard copy materials for the 1990 R-4 Symposium.

KEN KISER, Program Analyst, and JACK MCDONALD, Supervisory Economist, P&B - \$350 each for developing and implementing the Intermountain Region National Budget Equity Team Report.

RUSSELL ROGLER, Supervisory Civil Engineer, E - For developing and implementing the National Budget Equity Team Report.

JUDI L. CHATLIN, Budget Analyst, P&B - \$500 for sustained superior performance while Acting Regional Budget Officer.

GLENN MOORE, Computer Assistant, P&B - \$500 for exemplary service acting as Group Leader November 1990 through February 1991.

VALENTINA LEDGER, Fire Business Management Coordinator, F&PS - \$750 for exceptional personal effort in facilitating and expediting revision of the Interagency Fire Business Management Handbook to 1990.

CHARLENE REED, Purchasing Agent, AS - \$100 for efficiency and diligence in planning the Western Regions' Purchasing Agent Workshop.

NEWMAN CROOKSTON, Supply Clerk, AS, and MARJORIE L. LEONARD, Employee Development Specialist, PM - \$225 each for speaking skills attained through presentation of 10 speeches in the RO Speakeasies organization.

LLOYD DUNCAN, Pilot, A&FM - \$100 for 1-year Safety Award.

CHRISTINA CARRILLO-PROVENCE, Accounting Technician, F&PS - \$500 for an outstanding job in training Forests Regionwide in Working Capital Fund and putting together an excellent WCF training booklet.

EDWIN BROWNING, Director, MAM - \$750 for exceptional performance in developing the procedure, "Measuring Quality Improvement!"

PATRICIA L. GARDINER, Supervisory Visual Information Specialist - A special thanks for assistance in producing a beautiful Geometrics Service Center brochure.

DEBORAH R. BADGER and JANET E. ARLING, Claims Examiners - \$500 each for leadership in maintaining a functional, professional and service-oriented section in F&PS. This was done while the sectionhead position was vacant.

KATHRYNE L. DYER, Personnel Clerk Typing; JOYCE G. FALK, Personnel Clerk Typist; and MICHELLE L. HEAPS, Personnel Clerk, PM - \$500 each for outstanding performance during FY 1991.

KATHRYN G. BARKER, Accounting Specialist, and DEBBIE Y. CAMPBELL, Financial Systems Analyst, F&PS - \$500 each for leadership in maintaining a functional, professional, and service-oriented section in F&PS. This was done while the sectionhead position was vacant.

JOHN D. AMUNDSON, Regional Silviculturist, TM - \$500 for efforts and attention to details that assured the success of the National Silviculture Workshop.

RONALD C. HAMILTON, Regional Geneticist, TM, and DAVID S. WINN, Wildlife Habitat, F&WL - \$2,000 each for developing the Landscape Ecosystem Management Training Course at Utah State University.

MILTON C. TAYLOR, Engineering Technician, E - \$1,000 for sustained superior performance and his selection as the Intermountain Region "Engineer of the Year" award to the technician category.

LLOYD DUNCAN, Pilot, A&FM - \$90 for a 1-Year Safety Award.

RICHARD H. PINE, Public Affairs Specialist, and MICHAEL L. HANSON, Forester, S&FP - \$250 each for planning, developing, organizing and implementing Mrs. C. Yeutter's visit to Utah on 1/16/91.

BRENT R. PERKES, Management Analyst, AS - \$1,000 for producing the Region's first complete OMB A-76 Inventory, Regional review of construction administration and support of Regional Office Employees Suggestion Program Committee.

KATHY BRECHBILL, Personnel Management Specialist, PM - For sustained professionalism and extremely responsive products produced for the Station and Region in a variety of program areas.

ROBERT CUNNINGHAM, Personnel Management Specialist, PM - \$500 for sustained specialist work, professionalism and service orientation throughout FY 1991.

VALERIE RUEDA, Personnel Assistant, PM - \$500 for sustained work and professionalism in training a cadre of PM clerks to staff processing functions in the field.

THOMAS L. STEWART, Personnel Management Specialist, PM - \$500 for sustained professionalism and quality work products, especially with regard to complete classification and organization management.

CURT L. PETERSON, Supervisory Personnel Specialist, PM - For speaking skills attained through presentation of 10 speeches in the RO Speakeasies organization.

MELVIN FELLER, Employee Development Specialist, PM - \$225 for speaking skills attained through presentation of 10 speeches in the RO Speakeasies organization.

LAURIE COX, Voucher Examiner, F&PS - \$500 for outstanding performance of increased responsibilities while co-worker was on extended leave.

JOHN HOEL (\$500) and MARIA R. ENFIELD (\$400), Telecommunications Specialists, IS - For outstanding performance in implementing a new local area network for the Ogden Federal Building.

MILLIE OTWELL, Supervisory Communication Management Specialist; FORREST L. SNYDER, Telecommunications Specialist, and CLEVELAND BARNETT, Communications Management Specialist, IS - \$800 each for outstanding performance in implementing FTS2000 for the Intermountain Region and Intermountain Station.

ANNA JEAN SKENE, Employee Development Specialist, PM - \$500 for outstanding performance during FY 1991.

JUDY BARKER, Secretary Typing, PM - \$300 for exceptional service to Director and Group Leaders in managing the budget.

Group
SCSEP - \$25 each to JENKIN JONES, ALICE LIMPACH, NORDA PRIMAVERA, JEANNE CARDON, VERA HADLEY, HELEN KENNEDY, JERRY MCKEON, ANGELA HIGAREDO, SHIRLEY HERRINGTON, MYRON BONHAM, LOIS GALEY, JOE HERNANDEZ, MARY MERRILL, BETTE RAAT, MARION UPP, ARLENE WAYMONT, WANDA JENSEN, CARMIE RAPEE, RONALD JORGENSEN, SHIRLEY JOHNSON, MANUEL BATRES, HENRY DONALD, FRANCIS CHACON and SHEILA RASMUSSEN.

Quality Step
TRUDY PEHRSON, Personnel Clerk, PM - For outstanding performance in processing personnel actions during FY 1991.

JODYRAE ANDERSON, Personnel Clerk - PM - For outstanding performance in processing personnel actions for the Regional Office during FY 1991.

CARRIE L. BORN, Personnel Management Specialist, PM - For outstanding management and administration of the scientist promotion panel system of the Intermountain Station.

CINDY DEATS, Supervisory Personnel Assistant, PM - For outstanding management and administration of the personnel action processing system for Region 4 and the Intermountain Station.

BONNIE JACQUES, Clerk Typist, P&B - For outstanding performance in FY 1991.

GLENN A. PREVEDEL, Executive Assistant, RF - For sustained superior performance in coordinating and meeting the needs of the Regional Forester's customers and for enhancing the administrative role and products of the Regional Forester's Office.

BETTY EVANS, Paralegal Specialist, P&B - For giving expert service to performance of duties related to litigation and Freedom of Information Act programs during the past year.

MARSHA D. BAIR, Management Assistant, P&B - For outstanding performance related to management of the appeal process and procedures in the RO.

SHERRIE A. SALAZAR, Secretary Typing Specialist, RF - For outstanding performance as secretary in the Regional Forester's Office during FY 1991.

ASHLEY NATIONAL FOREST

Cash

CHRISTIANA OPRANDY, Soil Scientist, SO - For exceeding all elements for an outstanding 1991 performance rating.

KELLY WILKINS, Forestry Technician, Vernal RD - For sustained superior performance in executing the District's small sales program from position statement development through sale administration and monitoring.

ROSS MONCRIEF, Forester, Vernal RD - For sustained superior performance in fire and fuels management and silvicultural duties.

DAVID WILSON, Forester, Vernal RD - For sustained superior performance in timber sale administration and collateral duties.

WILLIAM SIMS, Range Conservationist, Roosevelt RD - For efforts in helping define the concept and routing for the Yellowstone ATV trail proposal.

WALLACE LARSEN, Range Conservationist, Roosevelt RD - For excellence in allotment management and gaining permittee cooperation for needed reductions in AUM's over the last 3 years due to drought conditions.

GEORGE HOUSTON, Forestry Technician, Roosevelt RD - For excellence in timber sale administration in difficult situations both in regard to resource requirements and contractor needs on the Pole Mountain timber sale.

RANDY KAUFMAN, Lead Forestry Technician, SO - For safety in 1991.

DARRELL JOHNSON, Forester - Safety award for 1991.

BRENT FORD, Supervisory Forestry Technician, Flaming Gorge RD - For making it possible for the Ashley to be the only Forest in Region 4 to meet or exceed timber cruising inspection and certification requirements.

KELLY WILKINS, Forestry Technician, Vernal RD - Safety award for 1991.

DARWIN RICHARDS, Supervisory Forester, SO - Safety award for 1991.

IVAN ERSKINE, Forester, SO - Safety award for 1991.

GARTH HEATON, Supervisory Forester, SO - For being instrumental in making the Utah Forests' Recreation Initiative become a reality. The Utah Tourism and Recreation Information Center will provide recreation information to all federal agencies at one location and provide an avenue for increased sales of books, videos and maps.

Group Safety Awards for 1991
CHARLES CONDRAT, Hydrologist, FLOYD BARTLETT, Supervisory Forester, SHEREL GOODRICH, Ecologist, ROBERT HURLEY, Fisheries Biologist, DARLENE JOHNSON, Soil Scientist, CHRISTIANA OPRANDY, Soil Scientist, and ROLAND LEIBY, Hydrologist, SO.

V. MIKE BERGFELD, Forester, and CHRIS DINGMAN, Forestry Technician, Vernal RD.

KEN JAEGER and COLETTE WEBB, Lead Forestry Technicians, SO.

GARY MOON and JOHN PEARSON, Motor Vehicle Operators; GARN ANDERSON and RUSS MULLINS, Equipment Operators; BERT PARKER, Laborer; TOM WATSON, Civil Engineer; DAN LABRUM and GYE GOODWIN, Civil Engineering Technicians; KIM YOUNG, Engineering Draftsperson; ELDEN BUCKALEW and LARRY ALLRED, Construction Inspectors; STEVE TATE and LARRY MURRAY, Supervisory Technicians; and KEN LESH, Supervisory Civil Engineer, SO.

GARTH HEATON, Supervisory Forester; AL BAIRD and BRENT HANCHETT, Landscape Architects; GINA REESE, Engineering Technician; JILL LEONARD, Forester; and BYRON LOOSLE, Archeologist - SO.

DAHLE GARDNER, SCSEP Enrollee; GEORGE HOUSTON, Forestry Technician; SHARADEE MURRAY, Clerk Typist; NICHOLAS OPRANDY, Range Technician; KIM ROSS, Information Receptionist Typing; GAYNE SEARS, Forestry Technician; CLARK TUCKER, District Ranger; JEFFRY WAALKES, Forestry Technician; LESLIE WELCH, Wildlife Biologist; BELVA GARNER, Support Services Specialist; and DAVE HATTIS, Forester, Roosevelt RD.

Length of Service
10 Years
GARY STOLZ, Supervisory Visitor Information Specialist, Flaming Gorge RD

20 Years
JOSEPH BISTRYSKI, Duchesne District Ranger

30 Years
KEN LESH, Supervisory Civil Engineer, SO

Suggestions
PAMELA CHONG, Information Receptionist, SO - For suggesting and developing a brochure which would assist the public in identifying fireweed and Christmas tree species.

KIM ROSS, Information Receptionist/Typing, Roosevelt RD - For suggesting Receptionists trade offices for one week to become familiar with employees on another District.

BOISE NATIONAL FOREST
Cash
SUE VOSBURG, Personnel Clerk, SO - For initiative in assuming extra clerical support and customer service responsibilities during periods of employee absences and heavy workloads. Her team attitude and willingness to go that extra mile is greatly appreciated.

ANN HELTSLEY, Forestry Technician (Law Enforcement), Idaho City RD - For special effort and substantial achievement in developing liaison and facilitating cooperation with the Idaho Department of Fish and Game to protect wildlife resources and with the Idaho Department of Transportation-Port of Entry to improve log and other forest product accountability.

DAVID MASTACHE, Forestry Technician, Idaho City RD - For a commitment of time and energy in improving the Idaho City RD facilities and other facilities on the Boise Forest during FY 1991.

WILL REED, Archeologist, SO - For outstanding efforts in leading a crew of archeologists to successful accomplishment of above-normal workloads in cultural resource surveys.

MOLLY BENNICK, Archeological Tech, SO - For outstanding efforts in successfully completing a large volume of cultural resource surveys during 1991.

MARILEE POSPAHALA, Personnel Officer, SO - For superior personnel support of the Forest Service Washington Office BIFC Branch of Telecommunications' Cooperative Education Program.

SANDY TRIPP, Personnel Specialist, SO - For superior personnel support of the Forest Service Washington Office BIFC Branch of Telecommunications Cooperative Education Program.

RUSS NEWCOMB, Law Enforcement Officer, SO - For personal devotion to excellence in public affairs through outstanding service to his customers, especially in law enforcement administration.

JOANN HALBASCH, Forestry Technician, Idaho City RD - For thorough, professional, and highly responsive service to her customers in ways that fully embody the traditions of excellence in public affairs.

GARY HEISEL, Forestry Technician, SO - For outstanding support to the BIFC/Inter-Regional Training Program.

PAT ADAMS-WORDEN, Support Services Supervisor, Emmett RD - For outstanding leadership in administrative services on the District during 1991.

DAVID HALE, Supervisory Forester, Emmett RD - For outstanding performance and quality public service in administering special uses on the District during 1991.

SUSAN ORTIZ, Surveying Technician, Emmett RD - For outstanding performance in accomplishing the surveying program for the District in 1991.

DANNA HADLEY, Civil Engineering Technician, Emmett RD - For personal and professional contributions and dedication to providing accessible facilities while carrying on her normal workload.

STEVE SPAFFORD, Range Conservationist, Emmett RD - For accomplishing the District's Riparian Demonstration Area by leading and coordinating efforts between the Idaho Department of Fish and Game, Gem State Fly Fishers, the Payette allotment permittees and the Forest Service.

STACY HARDY, Forestry Technician, Lowman RD - For outstanding internal customer service representing seasonal employees and providing staff meeting notes for all employees on the District.

JEFFERY CLARK, Forester, Emmett RD - For sustaining high quality sale administration of timber sale contracts on the District.

Group

STEPHEN PATTERSON, MICHAEL DIMMETT, MICHAEL DIEM, MARGARET HILLHOUSE, STEVEN WURSTER, DONALD NEWBERRY and ROBERT LOKKER, Cascade RD - For significant accomplishments involving the National Environmental Policy Act compliance associated with the 1991 timber sale program on the District.

ALLEN HUBBS, KEVIN THOMPSON, MICHAEL FORD, TONY DEMASTERS, ROSS STEEN and HOWARD BROWN, Idaho City RD - For commitment of time and energy in improving the District's facilities and other facilities on the Forest during 1991.

Length of Service

10 Years

DIANA WALL, Cartographic Technician, SO

ROBERT JAMES, Electronic Technician, Radio Shop

25 Years

CLINT RANDALL, Contract Specialist, SO

RICH JEFFS, Program Analyst, GIS, SO

Quality Step Increase

MICHAEL DANIELSON, Forestry Technician, Cascade RD - For outstanding performance as District Scaler and willingness to accept additional duties.

CHRISTINE HOLBROOK, Resource Assistant, Emmett RD - For outstanding performance in all aspects of her job and, at the same time, providing Forestwide expertise in scaling and timber sale appraisals.

Sustained Superior Performance

RICHARD FARBER, Civil Engineering Technician, Emmett RD - For Engineering duties and support to other resource areas.

DELMAR DICKERSON, Forester, Emmett RD - For completion of timber presale activities on the District during 1991.

GUY CANADAY, Civil Engineering Technician, Emmett RD - For Engineering duties.

ROY BUCKLEY, Civil Engineering Technician, Emmett RD - For Engineering duties and support to other resource areas, as well as participation on the ID Team.

KENNETH THOMPSON, Forester, Emmett RD - For reforestation and support to GIS on the District during 1991.

JAMES CIARDELLI, Forestry Technician, Emmett RD - For completion of timber sale projects on the District during 1991.

BRIDGERTON NATIONAL FOREST

Cash

JENNIE IMESON, Administrative Clerk, SO - Received the Employee of the Quarter Award for exceptional and professional processing (with a smile) all awards for the annual presentation.

CHARLES JONES, Jackson District Ranger - For recognizing special needs and piloting a flexible work schedule allowing employees to work at home when necessary and to share duties with state agencies through a cooperative agreement.

WILLIAM BAETGE, Engineering Equipment Operator Foreman, Greys River RD - For outstanding performance.

STACEY SMITH and HEIDI ZARDUS, Survey Technicians, Jackson RD - For taking on additional responsibilities and putting forth extra effort to get the job done despite adverse weather and short timeframes.

LARRY WARREN was awarded the Forest's annual Quality Award for consistently giving quality management and customer expectations his utmost attention. He has established customer focus groups to better understand the needs of people who do business with the Forest and has made numerous changes in the programs he administers based upon the customers the Forest Service serves. Furthermore, he has instigated a successful newsletter in response to internal customers' needs and was a member of the Forest's Organizational Study Quality Improvement Team. Forest Supervisor Brian Stout said Larry is also highly respected for his expertise with geographical information systems, vegetation management and fire.

CARIBOU NATIONAL FOREST

Cash

ARLO MENDENHALL, Supervisory Contract Specialist, SO - For extra work in coordinating procurement activities for the IDA/WY Procurement Center.

LINDA L. WARD, Secretary, SO - For extra effort in establishing and publishing a successful Forest newsletter—The Caribwew.

NANCY D. POOLE, Resource Assistant, SO - For working with the Fiscal and Accounting Group to effect a smooth transition from cluster and residual duties to Forest assumption of these duties.

JANICE L. HUNT, Voucher Examiner, SO - For fiscal contributions to the success of the IDA/WY fleet management commercial lease contract and summer fleet program.

ALBERT N. WHITWORTH, Engineering Equipment Operator Leader, SO - For sustained superior performance in supervising the road maintenance program on the Forest.

MARY B. REYNOLDS, Payroll Clerk, SO - For an outstanding job in FY 1991 as Payroll and Related Clerk and performing other personnel duties beyond what was expected.

VICTOR BRADFELD, Range Conservationist, Soda Springs RD - For special achievement in the 1991 Intermountain Region Photo Contest. He won first place in the wildlife and map cover categories and third place in the range, map cover, wildlife and recreation categories.

WAYNE P. KENT and PAULINE A. KENT, SCSEP Enrollees, Malad RD - For maintaining and refurbishing the Summit Guard Station the summer of 1991.

WALLACE J. SPERRY, SCSEP Enrollee, Malad RD - For administration of Summit Campground and coordination of the group reservation area during the summer of 1991.

ELSIE L. SPERRY, SCSEP Enrollee, Malad RD - For recreation coordination with the Cherry Creek Visitor Center and Summit Campground.

DONALD R. CHIVERS, Forestry Technician, Malad RD - For administration of the District's Trail Plan and law enforcement duties on off-Forest fires.

IRIS J. BLAISDELL, Clerk Typist, Malad RD - For coordination with the Cherry Creek Visitor Center during 1991.

NANCY A. HESS, Support Services Specialist, Soda Springs RD - For performing duties in a superior manner and to a very high quality standard in an unsettled atmosphere caused by untimely subordinate turnover and at a time when she was assuming a new assignment.

LARRY R. GORRINGE, Supervisory Civil Engineer, SO - For sustained superior performance that resulted in selection as the Intermountain Region "Engineer of the Year" in the Management Category.

Quality Step Increase

BOYD C. COOK, Mining Engineering Technician, Soda Springs RD - For outstanding quality performance in all elements of the minerals program on the District.

CHALLIS NATIONAL FOREST

Cash

E. V. STOKES, Supervisory Civil Engineer, SO - For outstanding accomplishments leading to the conservation of soil and water resources in the Strawberry Valley Project.

JOSEPH AMOS WILLIAMS, SCSEP Enrollee, Challis RD - For professional and consistent support to the trail crew on the District.

PETER W. BRADSHAW, Lead Engineering Equipment Operator, SO - For superior performance exceeding job requirements.

NORMAN D. DOLL, Engineering Equipment Operator, SO - For superior performance which exceeds job requirements.

JIM T. KOPP, C&M Foreman, SO - For superior performance in managing the Forest road maintenance.

LARRY L. PRICE, Forestry Technician (Fire Management), SO - For providing guidance and direction for developing and rewriting the Fire Management Action Plan and Dispatch Procedures for the Forest.

JANICE W. STAATS, Hydrologist, SO - For exceptional dedication and ability.

MICHAEL D. FOSTER, Wildlife Biologist, Lost River RD - For extra effort and commitment and emphasizing the use of volunteers to accomplish work.

DIXIE NATIONAL FOREST

Cash

RONALD L. RODRIGUEZ, Wildlife Biologist, SO - For outstanding leadership in integrating resource management using the concepts of "New Perspectives."

FREDRIC R. YBRIGHT, Lead Forestry Technician, Pine Valley RD - For sustained superior performance in fire duties.

PATRICIA A. LARSON, Information Receptionist, Pine Valley RD - For superior performance in daily duties that benefit the District.

THOMAS G. SUWYN, Forestry Technician, Pine Valley RD - For sustained superior performance during FY 1991.

MARIAN JACKLIN, Archeologist, SO - Received an "Unsung Hero Award" for being enthusiastic and helpful in accomplishing her work assignments.

A. DALE PETERSON, Fleet and Equipment Specialist, SO - Received an "Unsung Hero Award" for exemplifying the definition of this award.

DANIEL J. DUFFIELD, Fisheries Biologist, SO - Received the "Innovator of the Year Award" for outstanding leadership and management of the Forest fisheries program.

MARK VAN EVERY, Public Affairs Specialist, SO - For exceptional leadership in developing an interpretive development plan for the Highway 12 Scenic Byway.

MARIAN JACKLIN, Archeologist, SO - For innovative and positive efforts to coordinate cultural resources with other resource activities.

DANIEL J. DUFFIELD, Fisheries Biologist, SO - For excellent assistance as Regional Fish Program Manager.

LYNN W. OTT, Administrative Officer, SO - For responding and managing two emergency situations on the Forest.

ROLLO H. BRUNSON, Supervisory Land Use Planner, SO - For exceptional personal dedication in managing timber, planning and appeals to the highest quality standards on the Forest.

CHARLENE H. WOOLLEY, Support Services Specialist, Escalante RD - For commitment to quality and excellence in the workplace and continued exemplary performance.

Group

THOMAS A. CONTRERAS, Forester (Adm.), and WILLIAM C. HIPPI, Forester, Pine Valley RD, and JOHN R. SHOCHAT, Range Conservationist, SO - For the extra effort, quality customer service and extremely good sense used in administering the Kern River Pipeline Project.

MARVIN R. TURNER, Forester (Adm.), Teasdale RD, and RALPH S. RAWLINSON, Supervisory Forester, and MARIAN JACKLIN, Archeologist, SO - For exceptional effort and personal dedication in the quality completion of the Dixie Centennial wagon project.

FISHLAKE NATIONAL FOREST

Cash

BILL WRIGHT, Supervisory Forester, Fillmore RD - For high quality work as Acting District Ranger from September 8 to November 16, 1991.

KREIG RASMUSSEN, Student Trainee (Wildlife Biology) SO - For superior performance of duties in a safe manner.

BERT LOWRY, Wildlife Biologist, SO - For special achievement in the 1991 Intermountain Region Photo Contest. He received second place in the Map Cover category and third place in the Range category.

HUMBOLDT NATIONAL FOREST

Cash

PEGGY A. ROWLEY, Information Receptionist, Ely RD - \$100 for continually completing in half the time the work normally required of a full-time person.

WAYNE H. SWENSON, Range Conservationist, Ely RD - \$750 for an outstanding contribution in dealing with range administration problems while under great adversity and for handling appeals and litigations in a most professional manner.

WILLIAM T. RHUE, Resource Assistant, Ely RD - \$500 for superior contributions in the reconstruction and rededication of the Ward Mountain Campground and the National Forest Centennial celebration, with great savings to the government.

HARVIE L. TIBBS, Forestry Technician, Ely RD - \$350 for superior support and work on the Ward Mountain Campground reconstruction for the Centennial celebration.

PATRICIA J. MAESTES, Resource Clerk, Ely RD - \$100 for going the extra mile in setting up a difficult contract with a temporary employee. Her perseverance prevailed and the contract was established.

ALFREDO Y. GONZALES, SCSEP Enrollee, Ely RD - \$75 for continuing support to the Forest and District and for superior construction of various items.

CARL J. SIMPSON, SCSEP Enrollee, Ely RD - \$75 for superior performance and dedication in helping to acquire surplus materials and supplies for the Forest and for outstanding help in reconstructing the Ward Mountain Campground.

ELMER T. MALLARD, SCSEP Enrollee, Ely RD - \$100 for continued superior performance and dedication in acquiring surplus material and supplies for the Forest and for outstanding leadership in reconstructing the Ward Mountain Campground.

FRED R. MIZE, SCSEP Enrollee, Ely RD - \$75 for outstanding help in repair and reconstruction of small engines and for helping the Forest and District acquire surplus supplies.

ROI L. LE BLANC, SCSEP Enrollee, Ely RD - \$75 for superior performance and help in repairing numerous pieces of electrical equipment and assembling the signmaking machine. Also for helping the Forest and District acquire surplus supplies.

JACK L. DAVIS, SCSEP Enrollee, Ely RD - \$75 for superior maintenance of campgrounds and facilities and other special contributions.

CHUCK OSBORN, SCSEP Enrollee, Ely RD - \$75 for superior assistance in the range program, inspecting and repairing fences, and other contributions.

GENEVIEVE L. BAKER, SCSEP Enrollee, Ely RD - \$100 for an outstanding contribution in the general cleanup and maintenance of the Ely office compound and day-to-day dealings with co-workers.

ADRIENNE HEUSSER, SCSEP Enrollee, Ely RD - \$100 for an outstanding attitude and help in dealing with the public and co-workers.

LEONARD L. LAKE, Range Conservationist, Mountain City RD - \$300 for assisting in presenting the resource monitoring workshops on the Humboldt and Toiyabe Forests.

DAVID S. FALLIS, Range Conservationist, SO - \$400 for organizing and presenting the resource monitoring workshops on the Humboldt and Toiyabe Forests.

DEAN MORGAN, Mountain City RD, was selected as the Employee of the Year.

STEVE WILLIAMS, Santa Rosa RD, received the Forest Safety Award and a Certificate of Merit for his suggestion, development and production of the "Make It Safe" field book.

CHARLIE VAUGHN, Ely RD, received the Top Gun Award in the Larry Cool Shoot for excellence in firearms usage. This award was established by Alpine County, California, to honor one of their local law enforcement officers.

AL GONZALEZ and ELMER MALLARD, Ely RD, received the most Innovative Idea Award. Al's award was for all the carpentry work he has done which has saved the Forest thousands. He built the lighted Rocky Mountain Elk display, several computer tables, shelving units and other items. Elmer received the award for finding and contacting a new source of supply.

DAN DALLAS and BONNIE WHALEN received the Most Innovative Success Award for getting the whole cumulative effects analysis going. Bonnie worked on the GIS part of the project and Dan coordinated the cumulative effects.

SANTA ROSA RANGER DISTRICT received the Forest Supervisor's Special Award for their work, enthusiasm and team effort. They have shown an excellent commitment to TQM. They have brought customers into District and Forest activities and have become involved in community activities.

MOUNTAIN CITY RANGER DISTRICT received the revolving Civil Rights Award for involvement with the Duck Valley Reservation in hiring new employees, high employee morale and efforts to accommodate dual careers and its employee recognition and awards program.

Length of Service

10 YEARS

TINA GAST, Santa Rosa RD
TAMMY PARKINSON, SO
PENNY STEVENS, SO
ARLEEN MARTINEZ, Jarhidge RD

MANTI-LA SAL NATIONAL FOREST

Cash

LEE A. BENNETT, Mooticello District Raoger - For an outstanding contribution to the workforce diversity of the Forest.
ODELL CHRISTIANSEN, Forestry Technician, Sanpete RD - For sustained superior performance of recreation duties.

TINA MOYNIER, Purchasing Agent, SO - For outstanding performance during FY 1991.

DENNIS GARCIA, Civil Engineer, and JIM JENSEN, Landscape Architect, SO; and BILL BROADBEAR, Forester, Price RD - For innovation, persistence and the use of partners to reconstruct the Forks of Huntington water system.

JIM JENSEN, Landscape Architect, SO - For sustained leadership in the Forest visual management and recreation program.

STAN MCDONALD, Archeologist, SO - For providing outstanding leadership for the Forest cultural resources program fostering continuing involvement with the Sierra Club USAS and beginning an archeological intern program.

CHARLENE MCDUGALD and CHRISTY WRIGHT - For recognizing an opportunity to significantly improve efficiency in handling and submitting time reports and especially for taking the initiative to point out to superiors the need to improve completion of their own time slips. Further, they immediately prepared and initiated training for all personnel to assure that everyone was informed on how time slips were to be kept, including simple things to make the timekeeper's job easier and more efficient.

KATHEY HAWKS, Resource Clerk, Moah RD, and CARL ANDERSON, Forestry Technician, Sanpete RD - For taking the extra step in creative visibility for the Civil Rights Action Team.

JIM WILLIAMS, Supervisory Forestry Technician, Moah RD - For sustained superior performance.

Length of Service

10 Years

SHARON METZLER, Branch Chief, Recreation, Wilderness, Archeology and NEPA
KATHRYN HALAMANDARIS, Information Receptionist

30 Years

E. RON HIGGS, Range Conservationist, Price RD

PAYETTE NATIONAL FOREST

Cash

GLENN JACOBSEN, Silviculturist, TM - \$500 for outstanding leadership in implementing a "New Perspective" in long term soil productivity on the ground.

SIGNA T. HUTCHISON, Support Services Specialist, Weiser RD - \$500 for sustained superior performance. ALISON NELSON, Resource Assistant, McCall RD - \$350 for superior work in accomplishing the Brundage communication site designation which is being used as a Regional Guideline.

BRUCE W. HEMMINGER, Engineering Equipment Operator, New Meadows RD - \$200 for operating the tree storage snow cache in an excellent manner.

JOHN L. GANTZ, Engineering Equipment Operator, New Meadows RD - \$200 for high quality site preparation for planting and incorporating the new large wood debris standards into the reforestation program.

HOWARD W. KEMP, Forester, New Meadows RD - \$200 for his extra effort in making the District reforestation program a success.

AUGUST F. HALBESLEBEN, Laborer, and KAREN M. DOYLE, Forestry Technician, New Meadows RD - \$100 each for their extra effort in making the District reforestation program a success.

WILLIAM S. BUSHNER, Forestry Technician, New Meadows RD - \$200 for continuous high quality work in the plantation protection program and as recognition for serving as Tree Planting Crew Foreman.

CAROL BOYD, Range Conservationist, Weiser RD - \$500 for outstanding performance as Acting District Ranger from March 10 through May 4, 1991.

MICHAEL J. STAYTON, Timber Management Assistant, Weiser RD - \$500 for outstanding performance as Acting District Ranger from January 1 through March 9, 1991.

RICHARD M. REHBERG, Forester, New Meadows RD - \$600 for outstanding accomplishments in sale administration.

CATHERINE M. PETZAK, Information Receptionist, SO - \$250 for commitment and effort in implementing the new telephone switch.

JUDY MATHIS, Mail and File Clerk, SO - \$250 for superior performance and innovative ideas to improve the Mailroom.

LARRY L. BOEHM, Forestry Technician, Council RD - \$100 for outstanding performance in fire prevention and inspecting logging equipment.

RALPH H. GEIBEL, Engineering Branch Chief; and DAVID R. OLSEN, Public Affairs Specialist, SO - \$1,000 each for exceptional support to the Payette Day Care Facility and extended community support for the McCall Winter Carnival.

SUSAN L. STAFFORD, Forester, Weiser RD - \$500 for superior performance in directing the District reforestation and large timber sale preparation programs.

TODD E. STEPHENS, BRYON L. BONNELL, TRAVIS L. CLARK and KIMBERLY L. SLYTER, Forestry Technicians, Weiser RD - \$100 each for exceptional effort in implementing sale layout modifications for the Grade Dukes timber sale.

MELANIE D. SUTTON, Forestry Aid, Weiser RD - \$100 for exceptional effort in implementing sale layout modifications for the Grade Dukes timber sale.

DOUGLAS L. HUGGINS, Forestry Technician, Weiser RD - \$100 for outstanding performance in support of District silvicultural activities during the 1991 field season.

STEVEN D. CARTER, Lead Forestry Technician, Weiser RD - \$200 for exceptional efforts in implementing sale layout modifications for the Grade Dukes timber sale.

LOTHAR E. KOSOSIK, Forestry Technician, McCall RD - \$200 for his key role as lead inspector on the New Meadows Ranger District Reforestation Team.

MICHAEL CHRISTIANSON, Supervisory Forestry Technician, New Meadows RD - \$250 for outstanding leadership in timber sale preparation, especially for timely completion of the Engelmann spruce salvage sales.

JERRI L. ELLER, Clerk Typist, New Meadows RD - \$200 for outstanding performance and attitude in performing the duties of backup receptionist and for assuming the travel voucher duties.

DAVID C. KENNEL, Hydrologist, SO - \$500 for outstanding contributions to the Forest's watershed program (FY 1989-1991).

DAVID C. BURNS, Fisheries Biologist, SO - \$500 for exceptional leadership and contributions as President of the Western Division of the American Fisheries Society in 1990 and 1991, an interorganizational organization of professional fisheries biologists.

FLOYD A. GORDON, Forest Wildlife Biologist, SO - \$500 for exceptional leadership in the Forest's wildlife program and for his desire to work with people for quality land and resource stewardship.

LAWRENCE R. WILSON, Lead Forestry Technician, Smokejumper - \$500 for establishing and maintaining the smokejumper first aid and EMT programs.

NANCY L. BACON, Computer Assistant, SO - \$250 for sustained superior performance.

DANIEL LEAVELL, Forester, New Meadows RD - \$500 for exceptional efforts to share his knowledge and understanding of biological diversity with the Forest and his leadership on the ad hoc ecology team and eco data inventory.

CLIFFORD R. ARTHUR, Computer Programmer Analyst, and SHARI BOWLING, Computer Specialist, SO - \$250 each for substantial contributions during implementation of FTS 2000 voice and data communications service on the Forest.

HAROLD LUKEHART, Electronics Technician, SO - \$250 for substantial superior performance for 4 years.

WALTER WARRICK, Communications Specialist, SO - \$750 for the overall system design, installation, and timely implementation of telephone switchline and data communication equipment to facilitate FTS 2000 service on the Forest.

FERN SCHELL, Communications Specialist, SO - \$250 for substantial contributions during implementation of FTS 2000 voice and data communications service on the Forest.

PATRICK V. TRAINOR, Civil Engineer, SO - \$600 for excellence in providing continuity and leadership in the facilities program.

GLORIA J. RINGEL, Payroll Clerk, SO - \$250 for personal effort and commitment.

FAYE STEINHAUS, Personnel Clerk, SO - \$300 for personal effort, commitment and determination put forth in assigned areas of personnel management. Additionally, for high quality efficiency in processing procedures of the retirement system.

CARLA J. KAMERDULA, Personnel Clerk, SO - \$500 for personal effort, commitment and determination in assigned areas of personnel management. Additionally, for her assistance in taking on extra workload while another employee was on detail.

JOHANNA M. PEARSON, Personnel Clerk, SO - \$200 for significant improvements in all assigned areas of personnel management. In addition, for an upbeat attitude that comes across in dealings with co-workers and customers.

WAYNE E. HERSEL, Civil Engineering Technician, SO - \$250 for work in preparing and administering the contracts for the removal and site investigations of the Forest underground storage tanks.

PEGGY HEFFNER, Contract Specialist, SO - \$800 for providing quality contracting and purchasing support to all units and for working at developing a rapport with Management and co-workers.

SUSANNE C. MINK, Payroll Clerk, Council RD - \$150 for willingness to help out wherever needed, for having a commendable attitude and for voluntary contributions to Career Day.

Quality Step Increase

VIRGINIA G. STILLMAN, Computer Assistant, New Meadows RD - For continuous outstanding performance. CAROL J. MOORE, Payroll Clerk, New Meadows RD - For continuous outstanding performance.

RODNEY P. LUDVIGSEN, Forester, New Meadows RD - For outstanding accomplishments in sale administration and coordinating the District's administration program.

MORGAN J. BEVERIDGE, Supervisory Forestry Technician, New Meadows RD - For outstanding continued leadership that results in a fuel management program that accomplishes its objectives and consistently exceeds the expectations of co-workers and Management.

WILLIAM SKINNER, Forestry Technician, New Meadows RD - For outstanding work in sale preparation, harvest inspection/sale administration and in accomplishing the goals of small sales.

LINDA G. CRAWLEY, Information Receptionist, Council RD - For outstanding performance during FY 1991 including a willing attitude, cooperative efforts and completing assigned tasks in a manner which exceeded Management expectations.

Group Award

GARY ECKERT, JIM FITZGERALD, RICHARD UBERUAGA, PAM GARDNER, DAN HORMAECHER, MIKE DIXON, HEIDI BIGLER COLE, DAVE THOM, SHANE JEFFRIES, JACK KIRKENDALL, DIANE EVANS, JOE FOX and RALPH THIER (the Interdisciplinary Team for the Deep/Copper EIS) - \$2,496 for outstanding performance and meeting the identified timeframes.

SALMON NATIONAL FOREST

Cash

EMMA L. MOORE, Resource Specialist, SO - For conducting a high quality training session on small timber sale contract preparation and timber sale statement of accounts for District Resource Clerks and Timber Foresters.

SHERI LINN RAMSAY, Fisheries Biologist, Salmon RD - For customer service above and beyond the call of duty in planning, organizing and conducting the 1992 Williams Lake All-American Fishing Derby.

Quality Step Increase

DONALD D. PRESTWICH, Supervisory Forestry Technician, North Fork RD - For work exceeding the fully successful level in all performance elements during 1991.

Suggestion

SUZANNE A. SMITH, Information Assistant, North Fork RD - For suggesting that elevations be shown at campground sites to better inform the public.

TARGHEE NATIONAL FOREST

Cash

DOUGLAS H. PAGE, Sale Preparation Forester, Ashton RD - For work, dedication and leadership as District NEPA coordinator and for the quality of NEPA documents he wrote and edited.

BARBARA KNIELING, Forestry Technician, SO - For commitment, dedication and quality of work in meeting shortened NFMA deadlines.

ELIZABETH DAVY, Forestry Technician, Teton Basio RD - For outstanding contributions in providing the basis for more recognition, better career advancement opportunities and possibly some benefits for seasonal employees.

CAROL STEUBE, Computer Assistant, SO - For computer assistance while on a detail to the Caribou Forest.

Quality Step Increase

R. LYNN HANSEN, Survey Technician, SO - For exceeding all performance elements for FY 1991.

UINTA NATIONAL FOREST

Cash

LEW BENNETT, SCSEP, Pleasant Grove RD - For outstanding initiative and maintenance skills in the recreation program.

KEITH WAYMAN, SCSEP, Pleasant Grove RD - For superior effort and achievement in recreation maintenance.

BERN DEAN, SCSEP, Pleasant Grove RD - For outstanding carpentry and maintenance skills on assigned projects.

JACOBUS WATTEKUS, SCSEP, Pleasant Grove RD - For outstanding dedication and service in sign construction and maintenance.

FAUN DENE CUMMINGS, Clerk Typist, Pleasant Grove RD - For outstanding performance in payroll and personnel.

DEAN LARSEN, Forestry Tech, Pleasant Grove RD - For superior performance in facility maintenance, contract administration and fire suppression.

NANCY CLARK, Support Services Specialist, Pleasant Grove RD - For outstanding work in coordinating business management functions.

JIM KELLER, Forester, Pleasant Grove RD - For outstanding work on the gypsy moth spray program.

REID SHELLEY, Forestry Technician, Pleasant Grove RD - For outstanding work on the fire program for the District and the Forest.

MELISSA SKIDMORE, Forestry Tech, Pleasant Grove RD - For superior performance in facility maintenance and recreation and fleet management.

FAYE QUARNBERG, Forestry Tech, Pleasant Grove RD - For outstanding performance in fulfilling the duties of Forest Dispatcher for the Forest.

DAVE CHRISTENSEN, Landscape Architect, Heher RD - For innovative design and installation of the Strawberry Bay Amphitheater. This design was the Regional award winner for 1991.

JIM GIBSON, LEW GILES, RICHARD WELCH, Forestry Technicians, Heher RD - For exceeding job requirements and initiating cost savings by recycling Christmas trees for the Strawberry River streambank revegetation.

SANDRA REMUND, Studeot Training (Range Conservationist), Heher RD - For excellence in coordinating the location and construction of fences, including a construction/reconstruction contract.

KENT JONES, Forestry Technician, Heher RD - For providing outstanding and cost effective service in completing the Forest boundary sign, Strawberry Amphitheater and irrigation system, and Aspeo Grove and Renegade Point recreation facilities.

DAVE CHRISTENSEN, Landscape Architect, Heher RD - For continually exceeding requirements with substantial savings on all assigned projects.

TIM CLARK, Forestry Technician, Heher RD - For designing and locating message boards which greatly enhanced visitor information services.

JIM GIBSON, Forestry Tech, Heher RD - For efforts which greatly improved customer satisfaction with the District's fuelwood program, including better mapping and signposting, recruiting a volunteer fuelwood host, and selling permits, at no cost to the government, on a 24-hour basis through a local store.

LEW GILES, Forestry Technician, Heher RD - For exceeding job requirements by completing additional assignments including snowmobile parking areas and pioneering the arterial travel route and shoreline trail construction, while providing quality timber sale administration.

AL PULHAM, Facilities Manager, Heher RD - For ability to maintain service on the District with reduced facilities, personnel and vehicles and for commitment to excellence and a willingness to get the job done.

RICHARD WELCH, Forestry Tech, Heher RD - For suggested improvements in equipment and facilities and the ability to fabricate these changes which has greatly increased efficiency in the new fire cache and administrative site.

STEVE SMITH, Range Conservationist, and BRENT SPENCER, Forester, Heher RD - For exceeding expectations on completed Strawberry projects, including aquatic mitigation and fisheries habitat improvement, Renegade and Aspen Campground construction, Heher Administrative Site, planning and paving of West Side Road, and noxious weed control.

Range Management Honors Ex-Forester

KENT J. TAYLOR, former Supervisor of the Fishlake National Forest has been named recipient of the Fellow Award by the International Society for Range Management. The award recognizes exceptional service to the Society and to rangeland management. Taylor has been a member of the Society for 30 years. Among Kent's key accomplishments during his professional career were numerous resource improvement programs as a result of an extensive study of the Oak Creek Range on the Fillmore District of the Fishlake National Forest, one of the model management programs in the United States. He was also commended for contributing to range management by forming partnerships with individuals and groups who had a variety of interests.

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
FEDERAL OFFICE BUILDING
324 25TH STREET
OGDEN, UTAH 84401

THIRD-CLASS BULK RATE MAIL
Postage and Fees Paid
USDA FOREST SERVICE
Permit No. G-40

TO:

Some thoughts from 1922 . . .

PLAYING SQUARE WITH THE FISCAL REGULATIONS

by W. B. Greeley


The most distressing duty which has fallen to my lot in the Service has been dealing with men, sometimes old associates on the trail, who have not played square with the fiscal regulations. I do not mean grafters; to the honor of the Service, they have been few and wide apart. I mean honest men, zealous men who put their names to vouchers or certifications that are not true. I call these men honest and zealous advisedly. Their false returns are not made for personal gain. Almost invariably they seek by this means to accomplish some cherished plan for advancing the interests of the Service in their charge, to put through some common-sense betterment or economy on a National Forest, or to pay for something which the Government in all fairness should pay for but which the auditor cannot pass under its right name.

Two things hurt particularly in these cases. The first is that the starting point is often a desire to get results of benefit to the Service and the public. For years we have preached resourcefulness, initiative, that results are what count. The

very zeal to get results that count has led some men to justify wrong ways of getting them, when square compliance with the fiscal rules stood in the way. The second sting in these cases is the plea that lots of other Service men are doing the same sort of thing. Can it be that we have developed a hardened fiscal regulations "conscience," like the old public land conscience, which leads men who never knowingly tell untruths in other affairs of life to sign their names on a certain lot of office forms to things that are not so? We call them "fiscal irregularities," but every one of them gets down in the end to a lie, a lie with a name written under it.

I do not believe for a moment that this thing is common in the Service, but I do want to say, whether it hits many or few, that we must nail the lie in accounts with the Government just as we would nail it in dealings with private citizens. We must nail the fiscal lie, black, white or gray, a hundred dollars in a supply voucher or thirty cents padded in a subsistence account. The standing of the Forest Service depends upon

public confidence in our integrity, and integrity must be just as clean toward the Government as toward the public whom we serve. Besides, lies are lies and Satan is the father of them all. We can take no chances with the good name of the Forest Service. Men who do not play square with the fiscal regulations, however laudable or disinterested their motives, however fine their records in other respects, cannot be retained.

The rules which govern us are not perfect by any means. They are not always fair to the employee. But the way to meet a bad rule is not to find a devious and untruthful way around it. We will get it changed if we can; but if we cannot we must accept it with such cheer as we can muster as one of the rules of the game. It must be one of our traditions, a part of the fine honor of the Forest Service, to play square with the Fiscal Regulations. 

From "Service Bulletin," U.S. Forest Service,
August 21, 1922